Congrès libéral: dépôt du rapport provisoire du Groupe de travail

par Donald C. Savage
Secrétaire général
de l'ACPU

"Désinvestissement, désintérêt, désastre": C'est en ces termes que le Groupe de travail du Parti libéral, qui s'est penché sur la situation de l'enseignement postsecondaire cet automne, a décrit les politiques du gouvernement. Le Groupe de travail a présenté un rapport provisoire lors du congrès national d'orientation du Parti libéral à la fin de novembre.

Le Groupe de travail a conclu que l'enseignement postsecondaire au Canada vivait une grave crise et que, dans certaines régions, la situation périclitait, limitant ainsi l'accès aux études et entraînant une baisse de la qualité, la détérioration des installations, la démoralisation et l'exode des cerveaux.

Les députés libéraux ont affirmé qu'il n'existait aucun intermédiaire pour amener les deux paliers de gouvernement et le milieu universitaire à collaborer et à se consulter. Ils ont prôné la mise sur pied d'un organisme à cette fin, à l'instar de l'ACPU.

Le Groupe de travail a fait remarquer que le sous-financement posait de sérieux problèmes et que les universités ainsi que les étudiants en subissaient les contrecoups. Il a laissé entendre que l'enseignement postsecondaire faisait face à un choix inacceptable entre l'accessibilité et la qualité. Il a critiqué la décision du gouvernement Mulroney de bloquer les transferts fédéraux.

En ce qui concerne la recherche, le Groupe de travail a déclaré que le gouvernement conservateur reculait. Il s'est attaqué au gel du budget des conseils subventionnaires et au statut de deuxième classe accordé aux sciences humaines et sociales. Il a également critiqué les compressions budgétaires imposées au secteur de la recherche dans certains ministères fédéraux. Il a recommandé de nouvelles lignes de conduite pour accroître les crédits, pour payer les frais généraux et pour créer des stimulants fiscaux raisonnables.

Le Groupe de travail s'est particulièrement intéressé aux problèmes des étudiants quant à la hausse des dettes et des frais de scolarité ainsi qu'à la rareté des emplois. Il a ajouté qu'il fallait modifier les règlements de remboursement des prêts d'études, et améliorer les conditions d'octroi de ces derniers.

Les députés ont déploré la chute des inscriptions des étudiants étrangers et ont recommandé, entre autres, une entente fédérale-provinciale sur cette question.

Le Groupe de travail s'est également attaqué à la

Voir GROUPE/5

WHAT IS FAIR?

A Guide for Peer Review Committees

CAUT Academic Freedom and Tenure Committee

After page 12

QU'EST-CE QUI EST JUSTE?

Un guide pour les comités d'évaluation par les pairs

Le Comité de la permanence de l'emploi et de la liberté universitaire de l'ACPU

Après la page 12

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

CAUT ACPU

bulletin

January/janvier
1987 Vol. 34 No. 1

Govt's education policies a "disaster" say Liberals

by Donald C. Savage
CAUT Executive
Secretary

"Disinvestment, disinterest, disaster": These were the words used by the Liberal Party Task Force which investigated the state of higher education in Canada this fall to describe government policies. The Task Force made an interim report to the national Liberal convention at the end of November.

The Task Force found that "... the scene of post-secondary education in Canada is one of unrelieved depression, and in some areas, it is in such decline, that accessibility is limited, quality is declining, facilities are deteriorating, morale is eroding, and a brain drain is under way".

The Liberal M.P.s stated that there was no vehicle for organized cooperation and consultation between the two levels of government and the university community. They called for such a structure. CAUT has done the same.

The Task Force noted that there was a serious problem of underfunding and that the victims are the universities and their students. It suggested that "... an unacceptable choice is being forced on post secondary education between accessibility and quality". It criticized the Mulroney government's cap on federal transfers.

In the area of research the Task Force stated that the "... Tory government ... has been running backward". It attacked the freeze on the funds of the granting councils and the second class status of the humanities and the social sciences in the current governmental approach. It also criticized cutbacks in the research budgets of certain federal departments. It recommended new policies to increase funds, to cover overheads and to produce reasonable tax incentives.

The Task Force was particularly concerned about the problems faced by students with higher fees, higher debts and fewer jobs. It said that changes were needed on loan repayment rules and for better access to student loans.

The M.P.s lamented the decline in the number of for-

See TASK FORCE/6

INSIDE
SOMMAIRE

- Ed Maher a strong and active supporter of CAUT/3;
- Les Libéraux: résolutions pour l'enseignement postsecondaire/5;
- Canada/USSR exchange program renewed/6
- U of T reports on School of Architecture/12

Gender bias within a Canadian Law School — page 7

REGULAR FEATURES
CHRONIQUES

CAUT comments/Commentaires de l'ACPU/2; To the editor/A la rédactrice/2; Positions available/Postes vacants/13.

Liberals adopt resolution on creation of PSE council

by Donald C. Savage

There was another Liberal Convention at the end of November besides the one which was reported in the media. That was the two days devoted to policy discussions which were part of the process leading up to the creation of the electoral platform of the Liberals for 1988.

Higher education featured significantly in these discussions. There were various reasons for this. The absence of former Prime Minister Pierre Trudeau, who disliked discussion of this matter, was one factor. But much more important was the widespread sense that there was a crisis in post-secondary education both in terms of accessibility and of research and development. There were plenty of Liberals, both young and old, who could testify to these difficulties whether as students, parents or professors. In the view of many Liberals, the Tories had missed the bus on this issue and it was theirs for the taking.

Certainly John Turner, in his speeches at the Convention, made post- secondary education one of his themes. The Convention received an interim report from the National Liberal Party Task Force on Post Secondary Education (see accompanying story). The Report called on the Convention and the party to recognize the crisis in post-secondary education and characterized present Tory policies as "disinvestment, disinterest and disaster". Both CAUT and some local faculty associations had testified to this Commission and it generally reflected CAUT views in this area. One of the co-authors, Roland de Corneille, the party's critic in the House, told the delegates at a workshop that Mr. Turner had specifically requested an interim report in order not to pre-empt the discussion at the Convention.

The process involved liberal riding associations across the country forwarding resolutions and the provincial organizations suggesting priorities. The priority resolutions went automatically to the plenary session of the national convention. The rest were grouped by subject and discussed in workshops each of which could forward one resolution to the plenary.

There were two priority resolutions on higher education which were both adopted without any noticeable dissent (these are printed elsewhere in this *Bulletin*). The first called for the creation of a vehicle for national consultation on post-secondary education between Ottawa, the provinces and the post-secondary community. This would be called the Canadian Council on Post-Secondary Education which William Rompkey, one of the Liberal M.P.s for Newfoundland, has called for through a private member's bill and recently in the columns of the CAUT *Bulletin*. Mr. Rompkey considers this advisory body a necessary first step in securing a federal/provincial strategy for post-secondary education. The resolution did not give details of the structure but Mr. Rompkey has said that he favours a Council with more provincial than federal members. CAUT has been in favour for some time of such a consultative body.

The second resolution called for the implementation of those parts of the Johnson

See LIBERALS/6

National Liberal Task Force on PSE/Le Groupe de travail du Parti libéral sur l'EP (L-R/de G. à D.): M.P. Roland de Corneille, dép. (Chairman/président); M.P. Bill Rompkey, dép.; M.P. David Berger, dép.; Senator Henry D. Hicks, sénateur.

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Le Bulletin de l'ACPU paraît 10 fois au cours de l'année scolaire, le 1er de chaque mois, septembre à juin. Délai de réception des annonces: 13 jours ouvrables au moins avant la date de publication. Il ne sera pas accepté d'annulations après la date limite. Pour toute annonce d'ouverture de poste, un délai minimum de 30 jours sera exigé entre la date de parution du journal et la date limite d'application de ce poste. L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état conjugal, de situation familiale, d'ethnicité, d'handicap, de préférences sexuelles, d'origine sociale ou de convictions ou d'attaches politiques. Tout refus des raisons fondées faisant exception à la politique générale, il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

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CAUT comments/Commentaires de l'ACPU

As a news report in the December *Bulletin* indicates, the federal government finally announced the terms of its matching grants program. The announcement did not include anything that was unexpected. Perhaps the best news is that the government has not required the granting councils to use the government's matching portion for the private sector projects that generate these government funds. This means that most of the matching portion will provide badly needed funding for the ongoing work of the councils.

But university research is severely underfunded. The funds generated from the matching grants program will not change this fundamental situation, which appears unlikely to improve over the next four and a half years. The Tories saw fit to freeze the base budgets until 1991 in the February, 1986 budget. The matching grants program might (if Canada were fantasy land) increase the base budgets of the three councils by some 2% in real terms at maximum per annum over the next four and a half years.

Nor can we rely on the private sector to take over from the government. The Bovey Commission, appointed by the Ontario Tories and chaired by a businessman, concluded that substituting private sector for government funding would never work.

It is laughable, although ever so more lamentable, to remember that the government argued that freezing the Council's base budgets was in answer to our demands for stable research funding, so we would know with certainty each year how much money was available for university based research. This freeze will produce stability alright: the continued import of cultural and scientific knowledge and equipment, not to mention continued economic stagnation, and hence the continued export of interesting, challenging and demanding employment for Canadians.

At a recent press conference, Science and Technology Minister Frank Oberle indicated that the base budgets should be read not as maximums but as minimums. This is, of course, a welcome change in policy; nonetheless, this brings us back full-circle to the annual lobbying for "extra" funds for the councils. This annual pilgrimage may have some political payoffs for the party in power, but it is bad science policy.

If the government really wants to carry out its election promises of a new deal for university research and stable financing, then, it must announce a significant increase in the base funding of the councils not just for one year but for the remaining four and a half years. This will enable the councils to bring to an end the ad hocery of our current research effort. Moreover, it will do much to end the cynicism and malaise that have resulted from the Tories February budget freeze and ten months of waffling on research.

Making rhetoric match actions is a special problem for this federal government. The rhetoric recognizes how crucial our universities are to ending our historical cultural and scientific dependence on the United States. If we do not make our institutions truly competitive academically through adequate financial support, then, we will simply become another quaint tourist stop where visitors from more progressive countries can see how things were back in the 1970s and '80s.

IF YOU HAVEN'T SENT IN YOUR POSTCARDS TO THE PRIME MINISTER, THEN PLEASE DO SO NOW. WE HAVE EXTRAS IN THE OTTAWA OFFICE.

by/par Ron Levesque

Comme il en a été question dans le dernier numéro du Bulletin, le gouvernement fédéral a finalement annoncé les modalités du programme de subventions de contrepartie. Rien de ce qui a été annoncé n'est nouveau, sauf peut-être le fait que le gouvernement n'exige pas des conseils subventionnaires d'utiliser la part du fédéral pour les projets du secteur privé qui génèrent ces fonds. En d'autres mots, une bonne partie des fonds fédéraux pourra servir à financer les travaux courants des conseils qui en ont un urgent besoin.

La recherche universitaire, toutefois, est sérieusement sous-financée. Les crédits qui seront versés grâce au programme de subventions de contrepartie ne changeront rien à cette situation fondamentale. Il semble, d'ailleurs, qu'elle ne s'améliorera pas au cours des quatre prochaines années. Dans leur budget de février dernier, les Conservateurs considéraient comme une bonne chose de bloquer les budgets de base jusqu'en 1991. Le programme de subventions de contrepartie pourrait accroître, en termes réels, le budget de base des trois conseils de recherches de quelque 2 % au maximum par année au cours des quatre prochaines années. Nous ne pouvons pas, cependant, nous reposer sur le secteur privé pour remplacer le gouvernement. La Commission Bovey, nommée par les Conservateurs de l'Ontario et présidée par un homme d'affaires, n'a-t-elle pas conclu que substituer les fonds du secteur privé à ceux du gouvernement ne fonctionnerait jamais.

Rappelons-nous les arguments ridicules et combien regrettables du gouvernement fédéral. En effet, il soutenait que le gel du budget de base des conseils de recherches répondait à nos demandes quant à la stabilisation du financement de la recherche. Nous saurions ainsi chaque année avec certitude le montant des crédits dont la recherche universitaire de base peut disposer. Certes, ce gel apportera de la stabilité: on continuera d'importer l'équipement et les connaissances culturelles et scientifiques, l'économie stagnera encore et la fuite d'emplois intéressants et stimulants pour les Canadiens se poursuivra.

Lors d'une récente conférence de presse, M. Oberle a signalé que le montant établi des budgets de base n'était qu'un minimum. Voilà donc un heureux changement de politique qui nous ramène, néanmoins, au lobbying annuel visant à obtenir des fonds "supplémentaires" pour les conseils. Ce pèlerinage annuel est rentable, politiquement, pour le parti au pouvoir. Toutefois, du point de vue scientifique, ce n'est pas une très bonne politique. Si le gouvernement veut vraiment conclure une nouvelle entente quant à la recherche universitaire et à la stabilisation de son financement, comme il l'a promis lors de la campagne électorale de 1984, il doit alors annoncer une hausse sensible du financement de base des conseils, mais pas uniquement pour une année. En effet, il doit le faire pour les quatre années et demi qui restent. Les conseils pourront ainsi cesser de faire de la recherche au petit bonheur. De plus, cela contribuera à effacer le cynisme et le malaise qui sont apparus après le gel du budget des conseils en février et après dix mois de palabres interminables sur la recherche.

Passer de la parole aux actes semble poser un problème particulier à l'actuel gouvernement. En parole, il reconnaît quel rôle crucial jouent les universités pour mettre un terme à notre dépendance culturelle et historique envers les Etats-Unis. Si nous ne réussissons pas à rendre nos universités concurrentielles grâce à un financement suffisant, nous ne deviendrons qu'un arrêt touristique pittoresque où les gens pourront constater quelle était la situation dans les années 1970 et 1980.

SI VOUS N'AVEZ PAS ENCORE ENVOYE LES CARTES POSTALES AU PREMIER MINISTRE, NOUS VOUS PRIONS DE LE FAIRE DÈS MAINTENANT. NOUS EN AVONS D'AUTRES AU SECRÉTARIAT.

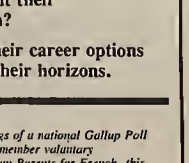
Why do two out of three English-speaking Canadians want their children to learn French?

To improve their career options and broaden their horizons.

These are the findings of a national Gallup Poll taken for the 15,000-member voluntary organization, Canadian Parents for French, this year celebrating ten years of working for better French programs for Canadian young people.

For information to help you choose the best French program to achieve your goals, write to:

CPF Canadian Parents for French
P.O. Box 8466
Ottawa, Ontario K1G 3H9



À la rédactrice/To the editor

Brandon review revisited

The *CAUT Bulletin* has published two items on the *Report on the Faculty of Arts at Brandon University* (June and November, 1986).

There are issues raised by the publicity surrounding this Report which are of general concern to the academic community. This community has long expressed its belief that external reviews are essential means of maintaining high standards of scholarship and of sustaining the freedom and self-governance of universities. Yet there is no protection now in place for those who provide the reviews, and without such protection anyone undertaking an assessment is at risk of personal attacks of the kind aimed at myself as author of the Report. This is the case for assessments of university faculties or departments, and for reviews of individual scholarship for purposes of tenure, promotion, publication, sabbatical, and research grant decisions.

With respect to this particular case, the new President of Brandon asked me to conduct a general assessment in January, 1986, of the scholarly work being undertaken by the Faculty of Arts, this to be one of several such reviews of faculties. For internal reasons, this was to be completed in a

See BRANDON/3

Chalk up another victory for the people

by Don McGillivray
Southam News

Reprinted from the OTTAWA CITIZEN

Governments are powerful. People are more powerful.

That's the lesson of the defeat Monday of Premier Jacques Chirac at the hands of protesting students.

The French premier had tried to compromise with the students while maintaining that demonstrations on the street cannot dictate the law.

He was compelled to yield the point and, after three weeks of growing student protests, to withdraw a bill to revise the state-run university system.

Chirac's position was untenable after the death of Malik Ousekine, 22, a timid non-militant student who suffered a heart attack after being beaten by the police.

But it doesn't take fatalities to give power to popular resistance against government policies that come to be widely resented.

In the summer of 1985, Canadians saw that the mobilized "grey power" of senior citizens was enough to force a retreat on pension de-indexing by a government with an overwhelming majority in the Commons and mandate less than a year old.

The opposition parties hope to produce a similar citizen reaction against changes in the patent law to give multinational companies more protection against generic copies of new medical drugs, thereby producing higher prices for the drugs than would otherwise be the case.

Whether or not the country can be aroused against higher drug prices, it's notable that these protests, including the student protest in Paris, are distinct from the utopian crusades of the 1960s.

The protest movement of that era culminated in 1968 when there were massive demonstrations in France, student sit-ins in most universities in Canada and Vietnam war resistance in the U.S. which forced Lyndon Johnson to announce he would not seek another term as president.

The French students who have just forced the withdrawal of the university bill are far from revolutionary. They want a place in university, a reasonably respectable degree and a job.

They saw a threat to these bourgeois dreams in the bill that would have given universities more control over the students they accept, an increase in fees, and the right to issue their own degrees rather than a national degree.

It would have led to a more elitist system, stacked against poorer families.

The French university bill represented a choice in a quandary also facing Canada's post-secondary education system as governments try to cut their deficits at the expense of university funding.

The Mulroney government is trying to cut $6 billion in total by 1990-91 from its payments to the provinces under "established programs financing" which is the main support for health and education. The Canadian Association of University Teachers estimates this will mean a cumulative cut of $1.5 billion in support for higher education.

"We may well find ourselves masters of the deficit in the 1990s," says John Evans, vice-president of CAUT, "at the expense of being an entire generation behind our world competitors in research and higher education."

The Mulroney government says Canada cannot afford to have an uncompetitive tax system compared to the United States. Yet Canada is more and more uncompetitive in its university funding. The University of British Columbia, for example, gets about $7,000 per student in operating grants compared to $14,000 per student at the University of California at Berkeley.

"The time is ripe for a new deal on the funding of research and higher education," says Allan Sharp, president of CAUT. "A wise government would listen carefully, put someone in charge, and get on with the job. We must do everything possible to ensure that they understand the benefits of doing so and the costs of doing otherwise."

The university crisis in Canada is a quiet thing compared to that of France.

Canadian students are interested in the same things as the French students: quality education, a degree, a job.

But they have not been challenged to public action by an overt government move. Instead the pressure of poor funding is subtle, and the choice between poorer education for more students and better education for fewer, the choice between cutting standards and elitism, is forced on the universities themselves.

Perhaps the students will remain quiescent as education becomes poorer and harder to get. But perhaps they won't.

The key is in your hands.

Through organ transplants. early detection and treatment and non-stop research. we're contributing to the overall health care of all Canadians. Let's keep it going. Please give generously.

The Kidney Foundation of Canada
Improving the odds. On Life.

Ed Maher made major contribution to improving lot of faculty

by Victor Sim
CAUT Associate
Executive Secretary

It is with deep regret that the *Bulletin* reports the death on December 10 of Prof. Edward D. Maher in Fredericton, New Brunswick. Throughout his career Ed Maher was a strong and active supporter of CAUT. He served as an executive officer of faculty associations at the local, provincial and national levels. His service to the advancement of university teaching in Canada continued until his death.

Ed Maher graduated from the University of Toronto in 1940, after which he worked for a short period as an Instructor in Chemistry. He served as a research chemist during World War II.

After the war, he turned his attention to finance and completed the Master of Business Administration degree at the University of Pennsylvania in 1949. Following a period as Instructor at Pennsylvania, he was appointed Magee Professor of Business Administration at the University of New Brunswick, a post he held from 1954 to 1984 when he took up an active post-retirement appointment in the University.

Ed Maher's experience in public finance qualified him to serve frequently on federal and provincial commissions and advisory bodies. He made his specialized knowledge of finance and his broad experience with economic benefits, including pensions, available to CAUT.

Ed Maher became active in faculty association affairs in 1957. He was President of the Association of University of New Brunswick Teachers in 1959 and again in 1962-63. He served on the AUNBT executive committee continuously from 1957 to 1967 and from 1970 to 1976.

His service to CAUT extended from 1969 — when he attended CAUT Council for the first time — through 1984 when he completed a two-year term as Treasurer of the organization.

At the time of his death, he continued to serve, as he had from 1971, as Trustee of the J.H. Stewart Reid Memorial Fellowship Trust.

The *Bulletin* wishes to pay tribute to the major contribution Ed Maher made to CAUT and extends sympathy to his wife and family. All members of CAUT have reason to be grateful for his unselfish contributions to ensuring faculty rights and benefits.

Prof. Edward Maher

Censured Administrations

Censure means that CAUT has concluded that a university administration has breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means that the university administration has resisted all reasonable suggestions from CAUT for a resolution of the dispute. Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured administration, of the issues involved in the censure. In particular, CAUT members are asked not to accept appointments at a censured university; not to accept invitations to speak or attend academic conferences at a censured university; and not to accept any distinction or honour that might be offered by a censured administration. Faculty members employed at a university whose administration is under censure are asked to support and assist efforts to convince the administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the *CAUT Bulletin*.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured administration that it should adhere to standards now widely accepted in the Canadian academic community.

The following administrations are under CAUT censure:

President and Board of Governors, University of Calgary (1979)

Censure was imposed because of the circumstances surrounding the decision not to renew the appointment of a member of the Faculty of Medicine when his appointment at an associated teaching hospital was terminated and because of a University regulation imposing a quota on the proportion of faculty members who may hold tenured appointments.

President and Board of Regents, Memorial University of Newfoundland (1979)

Censure was imposed when the appointment of a member of the School of Social Work was not renewed under circumstances which suggest that her political views were unacceptable to the University administration and when the administration and Board of Regents was unwilling to agree to a fair procedure to determine whether the faculty member had been fairly treated.

Full information on the above censures is available on request.

BRANDON 2

very short time period, but the University did not send requested documents and these were also unavailable when I arrived for a four-day site visit. The Dean of Arts had only minimal information on the publications and research of the faculty. The President, Dean of Arts, and entire Arts Faculty attended a meeting at which I requested CVs and all other documents normal for assessments, and at which a debate took place about whether CVs were "personal."

Your correspondent, Mr. Black, and a few others refused to submit CVs. I proceeded to meet with individuals and groups. The 42-page Report is based on the information provided during these meetings together with the incomplete documentation that was eventually sent me; it was, of course, impossible to consider information that was withheld. The Report describes scholarly work, research, and teaching activities of faculty, the teaching load and organization of departments, provisions for tenure and promotion, and the anxieties expressed by faculty. On the recommendations regarding tenure and promotion, I have since been advised that I should have referred to CAUT recommendations, advice that I accept.

Normally such reviews are confidential to the persons under assessment and administrative personnel, who consider the document, choosing to ignore or implement recommendations according to their interpretation of their situation. If they feel there are errors of fact or observation, they respond accordingly, so that all concerned will have a balanced interpretation from both assessor and faculty.

However, I was informed after completing the first draft that the Report might become public; it was at this point impossible to rewrite it with a potentially broader and non-academic readership in mind. The Board of Governors chose to put the Report in the Brandon University Library, where the media quickly located it.

Following this, a person, or persons, anonymous, distributed a mimeographed paper with selections from the Report together with a reference to "hired prize fighters" at the Learneds last June, and Mr. Black signed a magazine article, deemed defamatory by legal counsel, in which the author is characterized as a "mercenary marxist," a "hired gun" and "a spear carrier for the administration," ultimately backed by "the ruling classes." There have been other letters and public comments, including Mr. Black's letter in the *Bulletin*. Some of these employ words in quotations that are not in the Report, including the word "reds" in connection with the charge that the author was deliberately "red-baiting"; quotations out of context; interpretations which clearly are inconsistent with the thrust of the Report; and *ad hominem* attacks on the author.

The administration has treated the Report as its private property in relation to the

See BRANDON/4

BRANDON.....3

author, and I have assumed, as would be normal for assessments, that the author had no proprietorial rights to it, i.e., could not distribute it or publicize its contents. At the same time the President has taken the position that the administration cannot comment on the uses to which the Report is put by members of the faculty. Given the publicity, and the access to the Report through the University library, I conclude that by this time I should feel free to regard it as being "in the public realm" and have so advised the university. I have suggested, further, that the university make it available to outsiders on request. I conclude that distribution is the best means of demonstrating what in fact was said.

On the issue of assessment procedures, whether of university faculties and departments or of individual scholarship, the first question that I think CAUT might address is whether members continue to regard assessments as appropriate and legitimate.

If they are legitimate, what is the responsibility of the Administration for consulting with faculty, providing documents, distributing the Report, and ensuring that reports are used appropriately? What is the status of the assessor vis-à-vis the faculty and administration? What may the assessor assess, and what is out-of-bounds? Are confidential interviews to be conducted, and if information is obtained through these, can it be reported without attribution? What are the obligations of faculty for providing complete documents and accurate information? Is the CV a private document or a record of scholarly work? All of these questions, and others, need answers that reflect the views of CAUT members.

Could the CAUT provide guidelines for formal contractual arrangements between faculties, administrations, and assessors; rules governing the dissemination of the reports; and codes of behaviour for all parties? The Ontario Council on Graduate Studies has initiated some of these practices, but we cannot assume that they are practised elsewhere, and this case demonstrates the need for standards.

Failing adequate safeguards, all but a masochist would refuse to evaluate the work of others. If we refuse to do assessments or shrink from identifying situations needing attention, then the whole basis of university peer reviews is abandoned and the capacity of universities to govern themselves is put in question. Since the community has every right to demand accountability from its academics, this loss would have unfortunate consequences.

With final reference to Brandon University, I recognize that there is a long history of conflict not connected to intellectual debate, and I have no desire to provide nourishment for more. By contrast, I would hope Brandon might become a pluralistic university within which competing paradigms are openly debated by people who are honestly pursuing truth in diverse ways. My hope underlay the Report, and I deeply regret that the Report was not so perceived. On one substantive matter: the term "Marxist approach" refers to a paradigm in the social sciences which is equivalent in status to "neoclassical" or "Keynesian," and it was in this sense that the term was used in the Report. Such an approach is accepted in Canadian universities, and I did not anticipate that Brandon faculty might interpret it otherwise. Elsewhere in the Report, I specifically disassociated intellectual paradigms from faculty behaviour, saying that internal conflicts did not, in my opinion, derive from genuine philosophical differences.

Patricia Marchak,
Dept. of Anthropology and Sociology, UBC

Repression in West Bank universities

As academics, we know the value of the principle of academic freedom, and can well imagine the havoc to education caused by its violation, by deportations and administrative detentions of faculty and students, by censorship and by closures of schools and universities as collective punishments. At this time we are especially alarmed at the worsening situation at Al Najah University in the Israeli-occupied West Bank which has been subjected to periodic closures and to increasing pressures in recent months.

Unfortunately, Al Najah's current difficulties reflect an established pattern of Israeli repression directed against the four Palestinian universities in the West Bank and Gaza, all of which have been closed frequently and for substantial periods of time, many of their student leaders placed under administrative detention, some of their faculty deported, others arrested, all of their texts subjected to censorship, their laboratory equipment to seizure and their offices to raids by the Israeli military authorities. For example Birzeit University has in some academic years been closed more than it has been open. Bethlehem University, operated by the Roman Catholic Church, has also been closed periodically, and, like Birzeit, its student leaders arrested, often without charges or trial, and its facilities raided.

These closures are usually effected on the grounds that some students have been unruly, but they have involved far more than the cancellation of classes: teaching staff have also been locked out, forbidden access to offices, libraries and laboratories, thus foreclosing their research and scholarly activities.

At Al Najah University Dr. Saeb Eraqat, a political scientist, faces a military tribunal in December (a postponement from Oct. 23) because of an article and an editorial in the University's newsletter describing and condemning the detention, beating and torture of Al Najah students. On Sept. 30, Israeli authorities imposed a travel ban against Dr. Eraqat. Dr. Abed Sattar Qasem, also a political scientist, will be tried in November because of his book, *Prison Experience*, documenting Israeli mistreatment of Palestinian political prisoners. On Sept. 2, the leaders of the Al Najah Student Council were placed in Janeid Prison, Nablus, under six-months' "administrative detention" — no criminal charges were laid, no trial held. Those students are: President Student Council, Hamdan Safian; Deputy Pres., Ahmad Salhoub; Student Affairs Director, Abd al-Majad Sweiti; Chief Financial Secretary, Abed Hadi Aweis.

Another member of the Al Najah University Student Council, Ghassan Atteili was placed under town arrest.

On Sept. 18, Israeli authorities cancelled the work and residency permits of Nablus-born Dr. Munther Sallah, President of Al Najah University, preventing him from carrying out his duties as President and from serving as Professor of Computer Science.

They have also cancelled the work permit of, Dr. Muhammed Shaddid, Chairman of the Department of Political Science at Al Najah University because of his role in supervising the widely-publicized poll of Palestinian public opinion on the West Bank and in Gaza, published Sept. 12, 1986 in Al Fajr which has conducted the survey in co-operation with the Australian Broadcasting Corporation and *Newsday*.

The Canadian academic community has protested similar attacks on faculty, students and universities elsewhere. We should extend our concerns to Al Najah University and other embattled Palestinian educational institutions. Time is pressing.

We request that CAUT take immediate action to call upon the Israeli authorities to drop the charges against Drs. Eraqat and Qasem, to lift the travel ban imposed againt Dr. Eraqat, to release the above-named student leaders from prison, to rescind the town arrest of Mr. Atteili, and to reinstate the work and residency permits of President Munther Sallah, and Prof. Muhammed Shaddid so that they may resume their normal academic functions at Al Najah University.

This can be done by writing to the Israeli Ambassador to Canada, and directly to The Hon. Shimon Peres, Minister of Foreign Affairs, to The Hon. Yitzhak Rabin, Minister of Defence, and to the Military Governor of Nablus; the two last-mentioned exercise power as occupation authorities in this area. Copies should be sent to Mr. Hikmat Al-Masri, Chairman of the Board of Governors of Al Najah University.

We also ask that you obtain supporting action from the Rt. Hon. Joe Clark, P.C., Secretary of State for External Affairs. We also ask you to publish the full text of this letter in the *CAUT Bulletin*, and to publicize there and in the media, the actions taken by CAUT on these important matters. We believe that CAUT should call upon all local faculty associations to undertake similar actions.

The importance to academic freedom of these issues is such that we also request a major effort by CAUT in securing the support of other academic and public bodies, both in Canada and abroad, in pressing the Israeli occupying authorities to restore and respect the freedoms of administrators, faculty and students at Al Najah University.

Surely the Association of Universities and Colleges of Canada should take a stand against the arbitrary deportation and effective removal from office of the President of a university, among other violations of academic freedom.

Baha Abu-Laban, Sociology, Univ. of Alberta;
D. Bartels, Anthropology, Memorial Univ.;
J.R. Blackburn, M.E. & Islamic Studies, Univ. of Toronto;
John Butrick, Economics, York Univ.;
Michael Copeland, Economics, York Univ.;
Chandler Davis, Mathematics, Univ. of Toronto;
A.K. Dewdney, Computer Science, Univ. of Western Ontario;
B. Fawcett, Physics, Univ. of Toronto;
Arthur Forer, FRSC, Biology, York Univ.;
Marvin Glass, Philosophy, Carleton Univ.;
Danny Goldstick, Philosophy, Univ. of Toronto;
James A. Graff, Philosophy, Univ. of Toronto;
R.H. Haynes, FRSC, Biology, York Univ.;
Lorne M. Kenny, M.E. & Islamic Studies, Univ. of Toronto;
Atif Kubursi, Economics, McMaster Univ.;
Richard B. Lee, FRSC, Anthropology, Univ. of Toronto;
Lee Lorch, FRSC, Mathematics, York Univ.;
Peyton Lyon, Pol. Sci., Carleton Univ.;
C. Brough Macpherson, Pol. Sci., Univ. of Toronto;
Eli Mandel, FRSC, Eng. & Humanities, York Univ.;
M.E. Marmura, M.E. & Islamic Studies, Univ. of Toronto;
Martin E. Muldoon, Mathematics, York Univ.;
Clarence Munford, History, Guelph Univ.;
Paul Noble, Pol. Sci., McGill Univ.;
Willard Oxtoby, Religious Studies, Univ. of Toronto;
Cranford Pratt, Pol. Sci., Univ. of Toronto;
Philip Resnick, Pol. Sci., Univ. of British Columbia;
Hadia Dajani Shakeel, M.E. & Islamic Studies, Univ. of Toronto;
John Sigler, Pol. Sci., Carleton Univ.;
Donald Smiley, FRSC, Pol. Sci., York Univ.;
R.F.G. Sweet, Near Eastern Studies, Univ. of Toronto;
Charles Tolman, Psychology, Univ. of Victoria;
L.H. Trainor, Physics, Univ. of Toronto;
Michael Wallace, Pol. Sci., Univ. of British Columbia;
Glen Williams, Pol. Sci., Carleton Univ.;
Ismail Zayid, Pathology, Dalhousie Univ.;
Elia Zureik, Sociology, Queen's Univ.

Editor's note:

CAUT relies upon the advice of Amnesty International for guidance in protesting denial of academic freedom and unfair treatment of members of the academic community in other countries. Protests are made in specific cases at the request of AI under its Urgent Action Network, of which CAUT is a part. As indicated by its annual reports AI is aware of denials of civil rights in the West Bank universities. It has not, however, found it necessary to issue requests for protests under the Urgent Action Network. CAUT has asked Amnesty to review its information on repression in the West Bank universities. The request of the signatories to the above letter for a broadly-based CAUT protest on behalf of faculty members and students on the West Bank will be considered at the meeting of the CAUT Board on February 20-22, 1987.

BISHOP'S UNIVERSITY
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Inquiries and applications (including curriculum vitae naming three referees) should be forwarded to:

Dr. Hugh M. Scott
Principal
Bishop's University
Lennoxville, Quebec
J1M 1Z7

SIMON FRASER UNIVERSITY
CENTRE FOR SYSTEMS SCIENCE

The Centre for Systems Science has recently been established under the Faculty of Applied Sciences as a research institute to foster basic and applied research in

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Cognitive Science
Microelectronics
Information Systems
Communication and Distributed Systems

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The Centre is in the process of appointing up to 10 Fellows in the above research areas. Each fellow will be appointed as a regular tenure-track faculty member in an appropriate academic department. A fellowship carries a reduced teaching load, research support and a salary supplement.

Preference will be given to candidates who are eligible for employment in Canada at the time of application. Applications from candidates not presently eligible for employment in Canada are welcomed but consideration of such candidates must be deferred until a Canadian search is complete. Positions are subject to budgetary authorization.

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Dr. Donald A. George, Dean
Faculty of Applied Sciences
Simon Fraser University
Burnaby, B.C. Canada V5A 1S6

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Résolutions pour l'enseignement postsecondaire

par Donald Savage

Outre la révision du leadership de leur parti, un aspect du congrès tenu à la fin de novembre qui a fait la une des media, les Libéraux ont consacré deux jours à discuter d'orientation dans le but de préparer leur programme électoral pour 1988.

L'enseignement postsecondaire a occupé une place importante dans ces délibérations pour diverses raisons. En effet, d'une part, l'absence de M. Pierre Trudeau, qui n'aimait pas discuter de la question, a joué un certain rôle. D'autre part, et c'est ce qui est le plus important, les délégués partageaient, en général, le sentiment que l'enseignement postsecondaire connaissait une situation critique quant à l'accessibilité et à la recherche et le développement. Un grand nombre de Libéraux, jeunes et vieux, ont put témoigner de cette situation en tant qu'étudiants, parents ou professeurs. D'après nombre de délégués, les Conservateurs ont raté une occasion en or et c'est tant pis pour eux.

Dans ses discours lors du congrès, John Turner a certainement fait de l'enseignement postsecondaire l'un de ses chevaux de bataille. Le Groupe de travail national sur l'enseignement postsecondaire du Parti libéral a présenté un rapport provisoire au congrès. Il a invité les délégués et le parti à reconnaître les problèmes de l'enseignement postsecondaire et a qualifié les politiques actuelles des Conservateurs de "désinvestissement, de désintérêt et de désastre". L'ACPU et quelques associations de professeurs d'université locales ont comparu devant la commission. En général, le rapport reflète l'opinion de l'ACPU à ce chapitre. L'un des co-auteurs du rapport, Roland de Corneille, le critique du parti en ce domaine à la Chambre, a déclaré aux délégués lors d'un atelier que M. Turner avait demandé un rapport provisoire pour ne pas empêcher les discussions au congrès.

Les délégués ont étudié des résolutions que chaque association de comté avait préparées au préalable et parmi lesquelles les associations provinciales avaient choisi celles qui étaient prioritaires.

Les résolutions prioritaires ont été automatiquement présentées à l'assemblée plénière du congrès. Les autres ont été regroupées par sujet et ont été discutées dans les ateliers. Chacun pouvait en présenter une à la plénière.

Les délégués ont adopté deux résolutions prioritaires sur l'enseignement postsecondaire sans opposition notable. La première préconisait la formation d'un organe national de consultation sur l'enseignement postsecondaire qui servirait d'intermédiaire entre le fédéral, les gouvernements provinciaux et le secteur postsecondaire. Il porterait le nom de Conseil canadien sur l'enseignement postsecondaire. William Rompkey, l'un des députés libéraux de Terre-Neuve en a fait l'objet d'un bill privé et il en a été question dans un récent numéro du *Bulletin* de l'ACPU. Selon M. Rompkey, ce conseil consultatif constitue une première étape nécessaire vers la mise en place d'une stratégie fédérale-provinciale pour l'enseignement postsecondaire. La résolution n'expliquait pas la composition de cet organisme. Toutefois, M. Rompkey a ajouté qu'il favorisait une représentation plus importante des provinces que du fédéral. Depuis quelque temps déjà, l'ACPU est en faveur d'un tel conseil.

La deuxième résolution visait à mettre en oeuvre les recommandations du rapport Johnson qui invitent le gouvernement fédéral à accroître le financement de l'enseignement postsecondaire à l'aide du facteur de progression sauf dans le cas des provinces qui ne font pas de même avec les crédits qu'elles affectent à ce secteur. La résolution n'était pas rédigée clairement mais l'essentiel était que les provinces devaient avoir leur part de responsabilité comme M. Johnson l'a suggéré. Les Jeunes libéraux de l'Université du Manitoba, deux associations de comté de Winnipeg et l'association provinciale ont présenté cette résolution.

Une douzaine de résolutions sur l'enseignement postsecondaire ont fait l'objet de débats dans les ateliers ou ont été avancées par les Jeunes libéraux. La plupart ont été adoptées dans les ateliers mais chacun ne pouvait en présenter qu'une à la plénière.

L'assemblée sur la recherche et le développement a amené une longue résolution sur la recherche que le congrès a adoptée. Elle préconisait l'annulation à court terme des compressions budgétaires effectuées au Conseil national de recherches, le financement complet des plans quinquennaux des trois conseils subventionnaires, soit le CRM, le CRSNG et le CRSH, le rétablissement des crédits soustraits à la recherche sur l'environnement et le financement du centre de toxicologie des universités de Toronto et de Guelph. A long terme, la résolution demandait une politique nationale complète sur la science et la technologie qui augmenterait les dépenses en R et D à 2,5 % du P N B et qui fournirait un financement suffisant aux activités de base et de recherche des universités.

L'un des ateliers sur l'éducation et la formation a amené une motion qui reconnaissait l'importance du rôle des universités en vue d'aider le Canada à relever le défi complexe de l'ordre économique post-industriel naissant. Cette résolution invitait les gouvernements à consacrer 2 % du P N B aux universités d'ici 1990 (en 1985, on y a consacré 1,47 % du P N B). Les délégués lui ont donné un fort appui à la plénière.

Dans les ateliers, un certain nombre d'associations ont recommandé différentes versions de la responsabilité provinciale. Terre-Neuve et le Labrador ont proposé que l'aide financière aux étudiants relève du gouvernement fédéral. La Colombie-Britannique a proposé des programmes d'encouragement pour les femmes. Les Libéraux de l'Ontario ainsi que l'association du comté de Rosedale ont demandé que les crédits du fédéral soient impartis sous forme de bons d'études. Ils ont également préconisé des centres d'excellence et une hausse des fonds destinés au recyclage. L'association de la Nouvelle-Ecosse et l'association de Cape Breton-the Sydneys ont prôné une modification du régime d'assurance-chômage qui permettrait aux chômeurs de suivre des cours sans être pénalisés. Les résolutions ont pratiquement été toutes adoptées dans les ateliers mais n'ont pu être présentées au congrès.

Une résolution, entre autres, que les Jeunes libéraux favorisaient et qui portait sur un programme de remboursement, a été rejetée à la plénière. Rien n'explique exactement pourquoi puisque personne n'a soutenu la question d'un programme de remboursement. Il semble que les délégués s'opposaient surtout à une autre clause de la résolution qui recommandait l'octroi de l'aide financière aux étudiants sans tenir compte du revenu familial. L'ACPU a proposé des idées différentes relativement à l'aide financière aux étudiants.

Le parti n'est pas tenu de respecter les résolutions adoptées mais ces dernières lui donnent une orientation évidente. Il ne fait pas de doute que les délégués, en général, voulaient un déplacement vers le centre-gauche pour contrer les Néo-démocrates. Le slogan "Stop the New Democrats", très en évidence au congrès, en faisait foi. Ce déplacement demande, en partie, que les Libéraux se concentrent davantage sur les programmes sociaux, notamment l'enseignement postsecondaire. Les résolutions seront présentées au caucus libéral fédéral qui choisira celles qu'il voudra appuyer. En outre, John Turner convoquera, en mai, une séance de réflexion. Les conclusions qui en ressortiront seront soumises au parti à titre consultatif.

Il semble, toutefois, que John Turner ait déjà décidé de mettre l'accent sur les questions touchant les jeunes et de s'opposer aux Conservateurs dans le domaine de la recherche et de l'enseignement postsecondaire. Lors du congrès, dans son allocution principale, il a déclaré qu'il était inacceptable que le lauréat du prix Nobel ait dû conseiller à ses étudiants de s'exiler pour poursuivre leurs études au 2e ou au 3e cycle à cause de l'état lamentable de l'enseignement postsecondaire au Canada.

Le président et le secrétaire général de l'ACPU ont assisté au congrès à titre d'observateurs et de lobbyistes.

GROUPE 1

stratégie d'emploi des Conservateurs qui dirige vers le secteur privé des fonds provenant des collèges communautaires. Ainsi, d'après lui, les crédits sont utilisés seulement pour des emplois à durée limitée et servent, par conséquent, à gonfler les profits des compagnies. "Dans bien des cas, a-t-il soutenu, des écoles privées de formation sont constituées à la hâte, ce qui a pour résultat d'offrir une formation limitée et inadéquate." Il a cité l'exemple des étudiants francophones de certaines régions qui sont obligés de suivre un programme de formation dans des compagnies anglophones au lieu de le suivre dans leur collège communautaire.

Les auteurs du rapport provisoire sont Roland de Corneille, député d'Eglinton-Lawrence à Toronto et William Rompkey, député de Grand Falls-White Bay au Labrador. Le Groupe de travail se compose en outre de Serge Joyal, ancien secrétaire d'Etat, et du sénateur Henry Hicks, ancien recteur de l'Université Dalhousie.

Le président et le secrétaire général de l'ACPU, à l'instar de nombreuses associations de professeurs d'université du Canada, ont fait entendre leur témoignage au Groupe de travail.

Résolutions sur les politiques de l'enseignement postsecondaire du Parti libéral

ATTENDU qu'il est généralement reconnu que les études postsecondaires traversent actuellement une crise au Canada,

ATTENDU que le système d'éducation est fondamental et essentiel au bien-être de la société et de l'économie canadiennes,

ATTENDU qu'actuellement il n'existe pas de normes d'éducation postsecondaire uniformes ni de coordination nationale des cours offerts,

ATTENDU que les études supérieures sont au Canada financées, à raison de plus de 50%, par le gouvernement fédéral et ne peuvent ainsi plus être considérées comme relevant strictement de la responsabilité provinciale et

ATTENDU que beaucoup de personnes et d'associations éminentes de ce secteur demandent que l'on crée une tribune susceptible d'offrir une meilleure coordination et des possibilités de consultation et de coopération au palier national dans ce secteur;

IL EST RESOLU que:

a) les gouvernements fédéral et provinciaux soient instamment invités à travailler avec des représentants des études supérieures à l'établissement d'un tel véhicule de consultation, coordination et coopération nationale que l'on appellerait le Conseil canadien des études supérieures;
b) une des tâches de ce conseil soit de formuler une stratégie nationale pour les études supérieures.

ATTENDU que le financement de l'enseignement postsecondaire est actuellement notoirement insuffisant,

ATTENDU qu'il est fondamental, tant pour préparer les jeunes à une carrière future que pour le recyclage des travailleurs plus âgés dans de nouveaux secteurs et

ATTENDU que rien n'encourage actuellement les gouvernements provinciaux à accroître l'impartition proportionnelle des fonds au titre du financement des programmes établis;

IL EST RESOLU que les recommandations du rapport Johnson concernant le relèvement du financement de l'enseignement postsecondaire soient incorporées à la Loi sur le financement des programmes établis, c'est-à-dire que le gouvernement fédéral exige des gouvernements provinciaux qu'ils rendent compte de tous les crédits accordés à l'enseignement postsecondaire en rendant les augmentations fédérales proportionnelles au relèvement des crédits affectés par les provinces à l'enseignement postsecondaire, jusqu'à concurrence du pourcentage d'augmentation du produit national brut.

McGill University

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The Faculty of Social Work at **Wilfrid Laurier University** invites inquiries and applications for two faculty positions beginning 1 July, 1987. Candidates should have an M.S.W. and a completed (or soon to be completed) doctoral degree; a promising record of research, scholarship and publication; expertise in a field of service such as care of the aged, mental health or child welfare and practice connections with a special group or population; and demonstrated ability to teach in both M.S.W. and D.S.W. programs.

The Faculty offers a Master of Social Work degree with two areas of concentration: practice with Individuals, Families and Groups and practice in Community Development and Social Planning. A D.S.W. program will be offered beginning September 1988. Graduate diplomas in Social Welfare Policy and in Social Administration are also offered.

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In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Wilfrid Laurier University has an Employment Equity Policy and encourages both female and male applicants to apply.

Scholars welcome renewal of USSR exchanges

by Paul M. Austin
President
Canadian Association of Slavists

In February 1980, after the invasion of Afghanistan, the Government suspended the Canada-USSR General Exchanges Agreement. The agreement provided for academic exchanges between the Academy of Sciences and the Ministry of Higher Education of the Soviet Union and Universities and NRC in Canada. The suspension was reconfirmed after the Polish crisis of 1981 and the Korean Airline disaster in 1983.

This development virtually ended research in the Humanities and Social Sciences in the USSR for Canadian graduate students and scholars. While scientists were still able to invite their Soviet counterparts to Canada or to collaborate in projects in the USSR, scholars in the Humanities and Social Sciences were denied access to libraries and archives. The exchanges of our allies and friends continued to flourish at great expense to our own scholarly community and national interest. American scholars with Soviet experience had, for example, an advantage in appointments in the Russian and Soviet fields.

Although scholars in many disciplines — from Voltaire studies (Voltaire's personal library is in Leningrad) through Islamica to archaeology and palaeontology — want access to Soviet sources, it is mainly scholars in Russian, Ukrainian and Soviet studies who have a vital interest in doing research in the Soviet Union.

The Canadian Association of Slavists made many representations to the Government, especially during Trudeau's "peace initiative," when Canada became a laughing stock for its contradictory call for dialogue with the USSR and refusal to regularize academic contacts. The Government had long before renewed trade (especially wheat) and sport (the "Canada Cup") contacts. As early as 1982, the CAUT Council had urged the Government to renew the academic exchange, as did the AUCC Council and many university officers.

Although the Government frequently said that it would not impede academic contacts between Canada and the USSR, encouraging them at the bilateral level, until this year it did little to restore the General Exchanges Agreement. Faced with the realization of the damage caused by the suspension, the Department of External Affairs received Cabinet approval, with funds from Treasury Board, to renegotiate a General Agreement at the intergovernmental level.

Under the able chairmanship of Mr. Alan McLaine, Director General of the USSR and Eastern Europe Bureau, External Affairs invited broad representation from interested groups. At meetings in July and September the academic community had good representation from CAUT, AUCC, the Canadian Association of Slavists (Dalhousie, McGill and Toronto), and Queen's and Carleton. The proposal submitted to Moscow at the end of September reflected a good consensus of views.

The Department of External Affairs invited the President of the Canadian Association of Slavists to join the Canadian Delegation on the Canadian-Soviet Mixed Commission to represent the views of the academic community.

The Mixed Commission met in Ottawa on October 27-30 and concluded a new General Exchanges Agreement (January 1, 1987 — December 31, 1988) with AUCC the administrating body in Canada. The provisions for the exchange of graduate students and scholars are, unfortunately, rather modest, but the severe financial restrictions under which External Affairs was operating allowed little other choice.

In the graduate student category there is provision for up to 15 persons for 4 to 10 months (for a total of 65 person-months) and in the scholar category provision for 12 persons for 1 to 5 months (for a total of 20 person-months). The total of 85 person-months written into the Agreement is only about a half of the old 1979 Agreement of 160 months.

AUCC plans a competition early in 1987 to nominate candidates to the Soviet side in the faculty category by the end of January and in the student category by the end of February so that research can start in the USSR as soon as possible.

It has been a long seven years since the suspension of the exchange and the recall of our scholars from the USSR. There has undoubtedly been damage, particularly at the graduate student level. We have seen, however, a remarkable degree of co-operation between various sectors of the Canadian academic world. Scholarly associations, particularly the Association of Slavists, university administrators, CAUT, AUCC, SSHRCC, the Canada Council, and many individuals, both in the field and outside, have co-operated to persuade the Government of the need to facilitate academic research in and on the Soviet Union.

While the new beginning is modest, we are optimistic that we can soon return to our research and that when the Agreement comes up for renegotiation the scholarly community will be equally successful in persuading the Government to expand academic contacts even further.

En février 1980, apres l'invasion de l'Afghanistan par l'Union soviétique, le gonvernement canadien a suspendu l'accord d'échanges entre le Canada et l'URSS. Cet accord permettait des échanges universitaires entre l'académie des sciences et le ministère de l'enseignement supérieur de l'Union soviétique, et les universités et le CNR du Canada. La suspension de l'accord fut maintenue après la crise de 1981 en Pologne et l'écrasement de l'avion des lignes coréennes en 1983. Dans le présent article, Paul Austin, président de l'Association canadienne des slavistes, décrit les efforts de son association, de l'AUCC et de l'ACPU en vue de rétablir l'accord. Cette action concertée s'est traduite par la ratification, en octobre dernier, d'un nouvel accord d'échanges qui permettra aux chercheurs canadiens de poursuivre leurs travaux en Union soviétique.

THE CANADIAN INSTITUTE FOR INTERNATIONAL PEACE AND SECURITY INVITES APPLICATIONS FOR THE POSITION OF DIRECTOR OF RESEARCH

The Director of Research will have general responsibility for the supervision of the diverse research programmes of the Institute, including projects undertaken by Institute staff, the preparation of occasional and background papers, the organization of conferences, workshops and briefings, and the evaluation of requests for research grants from scholars and institutions working in the areas of arms control, disarmament, defence and conflict resolution.

Requirements. Graduate degree(s) in related academic discipline, adequate knowledge of academic and other work on these subjects, especially in Canada, ability to initiate relevant research projects and to assess the work of others.

The term of appointment is for 3 years, starting September 1987. Salary is negotiable and will correspond to equivalent academic rank. Applicants must apply before February 15, 1987 to John Toogood, Secretary/Treasurer, P O Box 3425 Station D Ottawa, Ontario, K1P 6L4

LIBERALS 1

Report which called on the federal government to increase funding by the existing escalator except in the case of provinces which failed to do the same for their own post-secondary education funds. The resolution itself was rather murkily worded but the gist was to make the provinces accountable in the way Dr. Johnson had suggested. The resolution was submitted by the University of Manitoba Young Liberals, two Winnipeg riding associations and the provincial Liberal association.

There were more than a dozen resolutions on higher education debated in the workshops or by the Young Liberals. Most were adopted by the workshops but only one could be forwarded by each workshop to the plenary session.

The session on research and development forwarded a lengthy resolution on research which was adopted by the Convention. It called in the short term for the rescinding of the cuts at the National Research Council, the full funding of the five-year plans of the three federal granting agencies (MRC, NSERC, SSHRCC), restoring of the environmental research cuts and the funding of the University of Toronto/University of Guelph Toxicology Centre. In the long term, it called for a comprehensive national science and technology policy which would increase R&D spending to 2.5% of GNP and provide adequate funding for both core and research activities of the universities.

One of the workshops on education and training forwarded a motion that recognized universities as central to Canada's capacity to meet "The complex challenge of the emerging post-industrial economic order." This resolution called for governments to spend 2% of GNP on universities by 1990 (in 1985, 1.47% of GNP was spent). It received massive support in the plenary.

In the workshops a number of associations called for one version or another of provincial accountability. Newfoundland and Labrador proposed that student aid be a federal responsibility. British Columbia called for incentive programs for women. The Ontario Liberals along with the Rosedale association called for the delivery of federal funds by vouchers to the students, centres of excellence and increased financial support for retraining. The Nova Scotia Association and the Cape Breton-The Sydneys association called for changes in the unemployment system so that the unemployed could pursue educational courses without penalty. Virtually all these resolutions passed in the workshops but could not be forwarded to the floor of the Convention.

One motion favoured by the Young Liberals, namely a contingency replayment plan, was defeated in the plenary session. It was not exactly clear why since no one spoke to the issue of contingency repayment. It would appear that the main objection was to another clause of the resolution which called for the payment of student aid regardless of family income. CAUT has proposed a different approach to student aid.

The resolutions are not binding on the party but they give a clear direction to the leadership. It was obvious that the delegates wanted in general to move the party somewhat to the left of centre in order to counter the New Democrats. The "Stop the New Democrats" pins very much in evidence at the Convention said it all. Part of this move involved a much greater concentration on social programs such as aid to post-secondary education. The motions will go to the federal Liberal caucus who will consider which ones they wish to endorse. There will also be a thinkers' conference called by John Turner in May. This too will be advisory to the party.

But it does seem that John Turner has already decided to put the accent on youth issues and to challenge the Tories in the areas of post-secondary education and research. He said in his major speech at the Convention that it was unacceptable for post-secondary education to be in such a sorry state in Canada that our recent Nobel Prize winner felt forced to advise his students to do their postgraduate work abroad.

The President and Executive Secretary of CAUT attended the Convention as observers and lobbyists.

TASK FORCE. 1

eign students and called, among other recommendations, for a federal/provincial accord on this question.

The Task Force attacked the job strategy of the Tories which, it said, was directing funds from the community colleges to private businesses. It alleged that the funds went only for limited short-term employment while helping to increase the profits of companies. "In many cases", it said. "'fly by night' private training schools are created, which provide limited and inadequate training". It stated, as an example, that francophone students in some regions are forced to take training at English companies instead of in French programmes at their local community college.

The interim report was written by Roland de Corneille, the M.P. for Eglinton-Lawrence in Toronto, and William Rompkey, M.P. for Grand Falls-White Bay-Labrador. The other members of the Task Force are Serge Joyal, former Secretary of State, and Senator Henry Hicks, the former President of Dalhousie University.

The President and Executive Secretary of CAUT testified to this Task Force as did a number of faculty associations across the country.

Liberal Party policy resolutions on post-secondary education

WHEREAS there is a widely recognized crisis in post-secondary education in Canada and
WHEREAS the education system is fundamental and essential to a healthy Canadian society and a healthy Canadian economy, and
WHEREAS, currently, there are no uniform post-secondary educational standards or any national co-ordination of course offerings, and
WHFREAS higher education in Canada is financed to the extent of more than 50% by the federal government and can, therefore, no longer be considered strictly a provincial responsibility, and
WHEREAS many eminent individuals and associations involved in post-secondary education are calling for a forum to provide greater co-ordination, consultation and co-operation on a national level with respect to post-secondary eduation;

BE IT RESOLVED that:
a) the federal and provincial governments be urged to work with members of the post-secondary community to establish a vehicle for greater national consultation, co-ordination and co-operation to be called the Canadian Council on Post-Secondary Education;
b) one of the tasks of the council be to formulate a national strategy for post-secondary education in Canada.

WHEREAS post-secondary education is now grossly underfunded, and
WHEREAS it is crucial both for the preparation of youth for their careers and for the re-education of older workers for new careers, and
WHEREAS post-secondary education has the potential to enhance the quality of life of all citizens, and
WHEREAS there is currently no incentive for the provincial governments to increase allocations of Established Programs Financing funds.

BE IT RESOLVED that the recommendations of the Johnson Report concerning post-secondary funding increases be incorporated into the Established Programs Financing Act, i.e., that the federal government hold the provincial governments accountable for monies allotted for post-secondary education by tying federal government increases (not to exceed the rate of growth of the Gross National Product) to increases in post-secondary education spending by the provinces.

Gender bias within a Canadian Law School

In late July 1986, a law professor mid-way through a two-year non-renewable contract circulated a memorandum on gender bias within the law school to colleagues and student representatives in the faculty. Her story is compelling. By October, it had achieved a momentum of its own and attracted national press attention. The memorandum has stimulated widespread discussion throughout the university community in which it was raised; its author has received correspondence from close to 200 people in which most express support or comment that "its my life too". Some 21 universities and 24 disciplines are implicated in the correspondence.

The CAUT Status of Women Committee believes the experiences and events chronicled in the memorandum could take place in any faculty, at any university in this country. We have reproduced the memorandum in its entirety in the Bulletin in the hope that men and women, on every campus, will be better able to identify and confront gender bias within their institutions. The identity of the university and persons involved in this particular situation are not relevant. What is relevant is that a real face has been put on gender bias. Now, perhaps, we can deal with it in the public realm.

We are also sensitive to the fact that publication of this memorandum will have a disparate impact upon women in our universities, as they will be called upon to explain, comfort, educate, defend, or deny to their colleagues and students. Not every woman experiences gender bias in this fashion; nor should she be called upon to account for or remedy it. The CAUT Status of Women Committee hopes that publication of this memorandum will promote discussion of different perspectives, and foster the development of strategies which will be responsive to the different environments in which we find ourselves.

The CAUT Status of Women Committee is sponsoring a workshop, "Developing Strategies for Change", in Ottawa, from February 6 - 8, 1987 (see ad in this issue). The OCUFA Status of Women Committee will be leading a session on implementation strategies at the Workshop, in which many of the issues raised in the memorandum will be dealt with. The session, entitled "Validating Women's Experience in the University: Sandblasting the Washroom Walls", will form the basis for what we all hope will be a lively discussion designed to provide an opportunity for a comparison of experiences and strategies. Finally, the February Workshop is not the only forum in which to share experiences and strategies. If you have had experiences similar to those recounted here, please don't hesitate to share them with the CAUT Status of Women Committee.

—Jane Gordon, SWC Chair

MEMORANDUM

Now that my first year of teacbing is over, I want to circulate an extensive addendum to my October memo ("Faculty Recruitment Policy: Women Faculty") addressing, again, the impact of the gender imbalance within the law school on women students and faculty.

I have three aims in addressing this issue again. First, I hope to generate more individual and collective attention to gender bias here. Second, I hope that by chronicling some of my personal experiences as a woman teacher who was the object of fairly sustained anti-feminist abuse this year, what I wrote about last fall might become more concrete and accessible to those who do not perceive gender bias to be a problem we need to confront as a community. Finally, I hope we will stop interpreting individual incidents of sexism and anti-feminism as anomalies or as proxies for other institutional problems. *I do not* deny that we have other institutional problems or that these problems were often tangled into anti-woman or anti-feminist events. However, I have become exasperated and angered by the consistency with which gender has been so regularly factored out of our interpretations of these events, not least because I was so often the women/feminist under attack.

There is not one woman who observed or heard about the incidents I will chronicle who did not immediately grasp the explicit gender bias they demonstrated. But there are many men - students and faculty alike - who observed or heard about them who routinely dismissed, discounted or (re)interpreted them as evidence of something else, anything else, but gender bias, let alone bias which is pervasive.

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When I wrote that first memo, I was committed to teaching as my legal career. I have always wanted to teach. I particularly wanted to teach here. And I wanted to teach as a feminist. In my application to teach, I explained at some length the way my feminism informs why, what and how I want to teach. My October memo also conveys some of the value I personally attach to the difference women who identify as women can bring to what have been historically and remain disproportionately male-defined and male-centred models of legal discourse, thought, doctrine, process, professionalism and education. My view was and is that as long as what is male-defined and male-centred about law remains unacknowledged, unexplored and unexpressed, women's interests, experiences and perspectives will be excluded, devalued and subverted in the classroom and the profession, and in the larger society shaped by current law and legal institutions.

There are many strains of feminism. What the different strains have in common are two very simple premises: within and by means of male-dominated social institutions in our culture, women are unequal to men; and such inequality is both unjust and changeable. Feminism is not simply an intellectual perspective embracing equality as an idea; it is a full-hearted commitment to pursue women's full, substantive equality and to oppose women's inequality. Or as a friend of mine has said, "Feminism springs from the impulse to self-respect in every woman". It is not something one puts aside when entering the classroom or one's professional life, especially in an institution focused on principles of justice.

As a teacher, my ambition has been as modest as it is radical: to help create a space in my classroom and in this institution where women's interests, experiences and views - including my own - can be voiced as legitimately, seriously and safely as men's, and can be perceived and accepted as contributions which are relevant, valid and indispensible to the study and practice of law. This has been my working model of a pedagogy of equality.

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In September I had a lot of faith in the potential difference such a feminist commitment might bring to the classroom, to individual students' perceptions of law and of women, and to the faculty as a whole. Although I expected some hostility and opposition, I nonetheless believed that in academic work and life I would enjoy more freedom, support and scope than in practice to express and develop my personal and professional interests. I thought that what I consider the male "tilt" of law was largely unreflective and was rarely grounded in intentional bias or overt anti-feminism. Each of these views has been deeply shaken.

Some of my experiences this year were very moving, energizing, rewarding and cause for pride. But I was also the target of a lot of abuse, and I suffered the worst and most sustained alienation I have ever endured.

Although I am ambivalent about drawing conclusions from a single year on faculty, my experiences were similar to those of other feminist faculty I have consulted**, and similar to those I lived through as a woman law student. My preliminary conclusion is that it is emotionally destructive and intellectually disabling for me - and I believe for most feminists - to try to exist on a law school faculty. Even though next year I expect I will have more support and credibility, I am not really comforted. My expectations would be much different and far grimmer were I teaching more overtly feminist material.

So. I want to outline some of the major events which have led me to these conclusions. It seems to me that if we confront what happened to me, we may begin to deal more effectively with why we have problems attracting women faculty, why feminists are under-represented among women applicants, and why women students as well as women teachers are so disadvantaged and damaged by the gender imbalance here. What few colleagues appreciate is that students as a group observed much more the opposition to my presence, my values (real or imagined) and my academic freedom than anyone on the teaching staff. We should ask ourselves some hard questions about what they learned in the process.

The Classroom

Despite what some of you may have heard or inferred, there were actually only two explosive confrontations in my classrooms all year that turned on my feminism.

1. In October, shortly before our informal meeting on hiring policy, there was a mutiny in my Torts class staged by several men students who pre-arranged, in their words, "to take a run at Sheila". There were three triggers. They were angered by my use of gender neutral ("individuals", "person") and gender-inclusive ("women and men", "he or she") language in lieu of the generic male idiom ("men", "he"). They construed my linguistic usage to be "shoving my politics down students' throats". As well, I had used two gender-loaded hypos during the first six weeks of classes to refine students' definitions of intentional torts. (We had also used hypos based on age, disability, class, race, etc.). But the crucial catalyst was my introduction to some cases I wanted them to read on battery; specifically *Fillipowich.*

Fillipowich stands for the propositions that fist-fights are a "weakness" to which "manly flesh" is heir; that so long as civilization exists, "men" will resolve disputes with their fists; and that the injuries suffered from punches are *de ininimis* and would cause "amused discussion in a pub but no litigation". I had asked students to prepare for class by considering whether the *ratio* applied to "men" or "people", and whether the trial outcome would or should have been any different if any of the parties had been a woman. When students arrived in class two days later, the male mutiny occurred.

The details of what happened in class are difficult to describe. About six men were deliberately disruptive, unco-operative, interruptive and angry. To my surprise, they endorsed the propositions outlined above and belligerantly tried to prevent students who disagreed with their position from speaking, by a combination of insult, interruption, hostile gestures and increasingly voluble but untenable argument. When I tried to legitimize the contributions of other students, they were equally abusive to me. Their bottom line, albeit only indirectly conveyed, was: we don't want to talk about gender; and we won't; and we won't let any one else either. When their muscle-flexing failed to force me to move onto another case, one mutineer began shouting at me, insisting that the questions I had asked were irrelevant and a waste of time. He demanded we move to another case.

Afterwards, I asked another Torts professor how he taught the case and what happened. He spent three classes on the case during which the obvious gender issue was raised but there was no uproar. Rather than endorsing the *Fillipowich dicta,* most of his men students considered the *dicta* insulting of men. Although we undoubtedly handled the case differently, I think it's safe to say that I did not raise gender inappropriately. I believe the difference between the two classes' reactions can be explained largely by male students' greater tolerance toward discussions of gender bias in law when a man who is not labelled a feminist introduces the topic.

After the mutiny I saw a parade of individual students. Two feminists each disclosed the same distress. Both had felt mine was the only class in which they could raise feminist issues or in which women's perspectives were addressed. (I know other colleagues who have raised gender issues since; and maybe they had already. This was not how these two students felt). Both women felt attacked, shocked and silenced by the *Fillipowich* class. They no longer felt it safe to speak, and they feared that even if they did raise feminist concerns and I validated their viewpoint, I would be targeted for more male student abuse. The more distressed of the two want-

A la fin de juillet 1986, une professeure de droit ayant terminé la première moitié d'un contrat non renouvelable de deux ans, a diffusé une note de service sur les préjugés sexuels à ses collègues de l'école de droit et aux représentants étudiants de la faculté. L'affaire est étonnante. A la fin d'octobre, elle avait attiré l'attention de la presse nationale. La note a suscité des discussions dans tout le milieu universitaire. Près de 200 personnes ont écrit à l'auteure de cette note pour lui faire part de leur appui et lui confier qu'elles vivaient la même chose. Ces lettres proviennent de 21 universités et de 24 disciplines.

Le Comité du statut de la femme de l'ACPU estime que les expériences et les incidents relatés dans la note pourraient se produire dans n'importe quelle faculté, dans n'importe quelle université du pays. La note est publiée en entier dans le Bulletin dans l'espoir qu'elle permette aux hommes et aux femmes de chaque université de mieux identifier les préjugés sexuels et de les affronter dans leur établissement d'enseignement. Le nom de l'université et l'identité des personnes touchées par cette situation particulière ne sont pas importants. Ce qui est importe, c'est que des faits concrets illustrent les préjugés sexuels. Peut-être pouvons-nous maintenant en parler publiquement.

**See, e.g., Christine Boyle's recent paper: "Teaching Law as if Women Really Mattered: or what about the washrooms?" A paper presented at the annual meeting the Canadian Association of Law Teachers.

ed to quit law school.

A couple of other women in the class appeared and presented a mixed message. On the one hand, they wanted me to know they supported my raising of gender issues and were interested in discussing them; on the other hand, they urged me not to do it again because they were afraid of what might happen (to me or to them was not clear).

I saw two students who were not in my class, but who had heard about the uproar. Both complained that gender was never raised in their Torts classes or in other classes even when they considered gender a relevant issue. The woman student wanted advice on how to raise gender issues without being mocked or censured. We discussed some strategies. She tried one out in her next class and was trivialized. The male student, rather than trying to find ways to raise topics he felt were not being addressed, wanted to audit my class. I refused.

The most shocking encounter was the visit of a male student in my class who claimed to be the delegate of the men who had decided to "take a run at" me. Although their mutiny had failed to control class discussion, he not only told me how they wanted material taught and discussed in future, he warned me that if I did not want to be attacked again, I had better not raise gender again.

I frankly cannot imagine any male professor being so brazenly attacked in class, being told how to teach law or being threatened by first year students particularly so early in term when students are usually so unsure of themselves. The more usual pattern is for students to complain among themselves and/or to another teacher or even to the Dean, but not to criticize (and threaten) their evaluators directly, for fear of personal or academic reprisal. Hierarchy works that way.

In my case, hierarchy did not operate typically for several reasons. First, I am junior and it is safer to attack me than, say, a senior male colleague. Second, I consciously conduct my classes in a (relatively) non-hierarchical and non-authoritarian way, which makes it safer, I believe, for students to challenge me. They knew enough about my rejection of abuse of authority to trust I would probably not punish them. Third, I am a woman. These men students believed they commanded sufficent power and legitimacy - albeit as a gang - to force me to do what they wanted through in-class and extra-class coercion. In a conflict between one woman teacher and six men, they expected direct threats would silence me. Finally, I am a feminist. In taking a run at me for addressing gender bias, these men felt confident they were in the right. They assumed unquestioningly that because the most vocal males in the class did not wish to discuss gender and because none of their other (male) teachers addressed gender, I or women students should not raise the topic. My informant made quite clear that he and his allies believed that when women did raise the topic, we were raising "personal" or "political" issues irrelevant to "law". This encounter and its themes constitute classic instances of a male viewpoint being seen quite unreflectively as the only viewpoint, which viewpoint men consider self-evidently valid, legal and neutral. It is also a rather stark example of how women's minority voice can be intimidated, silenced and invalidated.

There was never another incident of this type in my Torts class, nor was I threatened again. In fact, we studied other gender-loaded cases without disruption, and sometimes men raised the issue. A few students adopted gender-neutral language; three students opted to write papers on the patriarchal dimensions of legal education (one was male); and the class chose to work on pornography for Integrated Forum, devoting a substantial portion of its time to feminist analysis.

However, the impact of that single class lingered. I was never unmindful of it in preparing for class or in mediating class discussion. Nor, I believe, were the women students in my class ever again unconscious of the potential costs of raising gender on their own or of expressing views contrary to those taken by the men who had organized the mutiny.

As well, the incident became legendary. That single class in October was (ab)used for the remainder of the year by upper year students to fuel opposition to my presence and to the hiring of more women. They cited my Torts class to illustrate their claim to at least one colleague and to the Principal that our current hiring policies are undermining academic excellence in the law school. Their position was/is that I am neither qualified nor competent to teach. They continued to cite a (non-existent) mass discontent in my Torts class as late as the end of March as evidence of my unsuitability. I am informed they did so without my students' knowledge. I have a lot of trouble with the logic that because six male students staged some anti-feminism, I am unqualified to teach.

2. The second explosion occurred in my Labour seminar quite unexpectedly. I had begun the class by expressing concern that some students rarely participated in class discussions, and by inviting suggestions on what we could do to make it easier for everyone to speak. We agreed that each speaker would select the next speaker instead of having me recognize hands. We also agreed people should not interrupt each other or speak until their hands had been recognized by the previous speaker.

Mid-way through discussion of the assigned material, a woman who rarely spoke raised her hand and was recognized. She explained that she had trouble entering the discussion in this class as in its predecessors because she found the discourse and its underlying assumptions too adversarial, too uncritical of the value of conflict, too quick to view power as the efficacy of unions. Another quiet woman raised her hand and was recognized. She concurred, but went further. She labelled what she found exclusionary - the "maleness" of both the discourse and our working model of Labour law and labour relations.

Before the second women finished, a left-wing male interrupted her and started shouting, telling her she was "wrong" and insisting that power struggle is essential to liberation, including women's. She responded by saying they simply disagreed. Everyone then turned to me to see what I would do. I said nothing. A second man changed the subject and embarked on a fairly elaborate speech on how management could use first contract legislation to defeat unions. His emphasis was on power and conflict underlined by extremely combative language ("kick the hell out of the union", etc.). A third man followed and expressed both confusion and exasperation, asking if we could get back to discussing "law", because we were getting off track.

At that point, I entered the discussion and asked the class to reflect on what had just happened. Two usually silent women had spoken and explained why they had trouble participating. One was interrupted and called "wrong"; then the subject was changed; then their contribution was characterized as non-law. I suggested their contributions introduced an alternative model of law and labour relations which we might try to explore. Again there was an uproar. I was shouted down by the left-wing male and denounced as a "bourgeois feminist". The original woman speaker suggested we might try to discuss contract bargaining in terms of co-determination and human relations. She was called a collaborator and dismissed as proposing a co-optive model. No one pursued her suggestion. I proposed we draw up two models for a first contract: one under the working model premised on conflict, power, inequality and private property; the other premised on codetermination, communal interests and equality.

About five male students put down their pens, pulled back their chairs and glared at me, refusing to participate. No one invited the two women who had advanced an alternative model to articulate what their vision might include. They went silent. A few men ventured some possibilities, but were met with open anger from other men who interrupted, laughed or talked over them, insisting that conflict is unavoidable in law as in life, and that because alternatives are legally unimaginable, we should not talk of alternatives. For the last 15 minutes of class, I was the only woman who spoke at all. So noisy did the intra-male arguments become that a teacher from the adjacent classroom came by to ask us to be quiet.

To be fair, there were other heated arguments in class based on union vs. management perspectives. They were different in three respects. First, unlike the ideological labour divide, the gender explosion was never explored again. Some students did begin to introduce the concept of the "conflict model" into discussions and to suggest possible weaknesses with it. They were all men. And they did it as an aside. The five women students avoided the topic except in written work for my eyes only. Second, there was a disturbing lingering effect. Two women students who had been quiet all term (not the two who had criticized the conflict model) came to me to say they were too intimidated to speak in class, especially after the gender explosion. One asked if she could substitute an extra paper for that portion of her grade based on class participation. Finally, students knew I was on the union side of the labour divide and the feminist side of the gender divide. Yet, although pro-management students directly asked me whether my pro-union background would result in their being penalized for seminar or written work advancing pro-management views, no one asked me whether s/he would be penalized for anti-feminist views. As I understand this, gender politics, unlike labour politics, were seen to have no academic relevance even though both politics had been part of classroom discussion.

As with the Torts uproar, I have trouble imagining a similar scene in a male colleague's class. My sense is that the two women who challenged the "maleness" of classroom discussion were less likely to have done so in those terms without a feminist at the front of the class. I am fairly certain a male colleague would not have pursued their vision as seriously as I did or been denounced as a "bourgeois feminist" for doing so. Finally, when a professor backs a topic as a legitimate line of enquiry - especially if s/he is known to have some expertise in that field - students do not often explode and furiously argue that the topic is legally impermissible.

3. There were many other occasions when my perspective (real or imagined) caused tension and/or hostility.

☐ I was told in the fall that one of my Torts students had complained to a woman friend that he objected to my "feminist" method, which he defined as my showing openly that I *cared* about what I was teaching and about the outcome of cases.

☐ Two of my Torts students asked a colleague whether he didn't think my use of gender-neutral language was silly/inappropriate. I am relieved my colleague both endorsed my practice and indicated he is revising a textbook to eliminate the generic male idiom. I am distressed that the gender-*neutral* usage is so rare that students consider it biased or unorthodox. If, in fact, I am not the only first year teacher using neutral or inclusive language, then the question becomes: why is it problematic when a woman uses it but not when a man does? A colleague recently argued that gender-neutral language can be "militant" depending on the "context". Meaning what?

☐ In my first Labour seminar we had a go-around to introduce ourselves. I did so by outlining my labour-related background. Immediately a male law student challenged, "Is that all?" Initially perplexed, I realized he was referring to my "politics". I added that I am a feminist and that M.I.R. students would be unaware that I had been the centre of some controversy in the fall for proposing we take active measures to hire more woman. I asked him if that covered the concern. He smiled and said yes. (It has since occurred to me that his question might really have been about what many students then deemed the "inadequacy" of my academic credentials).

☐ At the end of term, I received a cheeky note from a student attached to his final paper explaining mockingly why he preferred to use the male pronoun in his essay. (I had never suggested otherwise to anyone).

☐ In May, a feminist student who had been in my Torts class and who had successfully balloted for my Collective Agreement course next fall was told she had made a "mistake" because I taught my students "feminist Torts" and I am unqualified to teach. My critic is a woman. She also considered my former student's balloting successfully for two other courses taught by women "mistakes" because we are variously unqualified. When asked whether she knew what these three teachers' credentials were, she replied in the negative.

4. I was also visited by a number of women students who reported sexist or anti-feminist incidents in their classes and in the school.

☐ I was told a woman student was whistled at by a male professor when she walked into class one day.

☐ The Women and the Law notice board was trashed at least twice with graffiti equating feminism with lesbianism. This also occurred here when I was a student; and it occurred elsewhere as well.

☐ I was visited in the fall by two senior students who wanted advice about how to make the Women and the Law caucus less ostracized. Their fear? Everyone thought they were man-hating lesbians.

☐ I had at least two dozen visits from women students who found remarks (including dirty jokes) made in class by their professors to be sexist and offensive and/or who had been trivialized for raising gender issues. A total of nine colleagues were involved.

☐ Several students have reported they find the handling of sexual assault law in class and in practice and final exams insensitive.

☐ I was told of more than one occasion when feminist students who sit together were addressed by their professors as a lump. These professors would point to the group and ask what they thought, identifying them interchangeably as a politics rather than as individuals.

I heard of the incidents on a regular basis, which adds a dimension, I think, to the content of students' need for "role models". More than half of these women were not in my classes. They came to me quite simply because I am a woman and a feminist and would understand their distress.

Almost invariably, the exchange took the form of questions: did I think what had happened was sexist/offensive/anti-feminist? did I think the point she had raised which was trivialized was invalid? did I think she was unreasonable to be offended and upset? do I think it is better to challenge sexist remarks in class or to let them pass? Or the big question: do I think this institution and/or this profession is so systemically biased against women that she will always be the victim of gender bias?

What I find so troubling about these encounters, aside from their frequency and the amount of gender bias they disclose, is how desperate these students are for validation. Bad enough women should so often witness or be the butt of sexism here. Far worse they should be so undermined by student and professorial obliviousness to its offensiveness that they feel "unreasonable" for being upset. Often these encounters begin with the student reporting what awful things are being said about me as a way of leading into what awful thing just happened to her. Meaning: if it happened to me, then maybe I'll believe it is not her fault and she is not imagining things. It is unpardonable that women should be so fearful of having their struggle for respect discounted, so grateful simply for being listened to seriously and believed.

It has been painful to watch the acclimatization of these students. Although the overt sexism, anti-feminism and homophobia they reported shocked them, they were initially galvanized by it. They trusted that by naming and challenging prejudice, they could enlighten their peers and teachers, mobilize support for egalitarian change, and disarm their critics. They began boldly and full of optimism. From visit to visit they changed. One was labelled a lesbian, marginalized, shunned and discredited. At least three were so trivialized or silenced by their teachers (by feminist-baiting jokes, by having their questions left unanswered and dropped as if they had never spoken, by having their hands ignored, by having the questions they would likely raise pre-empted by professorial direction that there would be no time in class to discuss the "policy implications" of a sexist rule) that they stopped challenging remarks or reasoning which they found sexist. Two

began to skip classes. The most energetic reformist became seriously depressed. Though she continued to dissent, her voice was muted: she stopped talking in class and occasionally spoke to her teachers in private about remarks she had found offensive, but she did so jokingly and appeasingly. Without exception, students who initially consulted with me about positive strategies to promote equality now consult me about survival strategies for enduring law school. I know of three publicly feminist students who are currently deliberating about whether to quit law school.

Because my presence this year took on a symbolic dimension for both my detractors and my supporters, my decision to leave teaching has also become symbolic. Pro-feminist and other non-mainstream students feel I have let them down. They also feel my departure signifies there is no room for non-mainstream people or expression within this institution.

The Hiring Issue

Contrary to general perception, the mass student protest meeting triggered by false rumours of our "change" in hiring policy was not a one-shot explosion. It festered for months.

Those who were there will have observed (or should have) that not one student among the 180 present had the courage to endorse without qualifying backsteps that we should hire more women. No one at all suggested that we hire more feminists. In fact, six members of the Women and the Law caucus had met the night before to prepare what they wanted to say in favour of hiring women, especially feminists. They were all too intimidated to speak at the meeting, and later they punished themselves for their silence.

At least one student at the protest meeting raised what I took to be the underbelly issue. He was the first to make a statement rather than to question the Dean. He stated that the he opposed the "new" policy because it meant by definition lowering our academic standards. Active measures to recruit more women, he said, would result in hiring less qualified teachers. His equation of women with incompetence was so bald that several students hissed.

Another student demanded that the Dean guarantee students would have meaningful influence in all future hiring decisions. When the Dean explained the existing mechanism for student input, another student challenged him and asked if it were not true that at least one recent appointment had been made without any students present. I took that as a veiled criticism of my appointment. I also inferred that some students believed that if they had been present last summer, I would not have been hired.

Whether or not that was the import of the question, students did believe I should not have been hired. A few weeks after the mob meeting, a student leader visited my office ostensibly to get permission to circulate my October memo beyond the students who sit on Faculty Board. In the course of our exchange, he volunteered that "as I knew" much of the student protest was "personal": they believed I was/am unqualified and incompetent.

Some of these students also believed I would not have been hired had students been on campus during the interviewing process, and a few believed they had been deliberately excluded. (I have just heard a variant of this, propagated by a non-Right-wing woman. She thinks the Hiring Committee snuck me into the faculty in bad faith by doing an end-run around "normal" hiring standards).

I asked him whether any of these students were taught by me, whether they had seen my credentials, whether they knew who else had been interviewed or what the other candidates' credentials were. He answered no to all these questions. (The woman referred to above also has no knowledge of my credentials although she asserted I have only one degree. I have three).

The conspiracy theory turns on three things. A feminist on a one year contract was my "predecessor"; (the other contract appointments of the last two years don't count because, as the student leader told me, they are not feminists); A senior feminist ("Z") sits on the Hiring Committee; and the Dean lives with "Z": Q.E.D.

I also discussed the allegedly "new" hiring policy with the student leader. I asked him if he were aware that there is no new policy, and if he were aware we made no decision to hire more women, to alter our hiring criteria or to hire only women or only feminists. Yes, he said, he knew, but it didn't matter because the hiring process was "stacked". I asked him if he were aware that at the informal meeting addressing what, if anything, to do about hiring women, no one agreed with what I had written in my October memo except "Z", and many people spoke against parts of it. Yes, but the hiring process was stacked.

When he indicated students wanted my memo in order to prepare submissions to the Hiring Committee to oppose my proposals, I asked if I'd he circulated a copy. He thought not. I invited him to arrange a meeting with any students who wanted to question me about my memo or simply to pursue the hiring issue more openly. He declined, saying if I showed up it would be a "slug-out". He suggested some of the opposition to my presence might be diminished if I made my credentials available to students. I declined, arguing I would not defend myself against nameless attackers or unsubstantiated charges unless they made their allegations public; and I would not circulate my credentials unless all new faculty - men as well as women, feminists as well as non-feminists - were required to do so to justify their presence to students.

That was in late November. In February a male student came to me in some distress to ask how I could be so friendly to students knowing they were discrediting my credentials and competence openly. I told him such attacks had been a phenomenon of the late fall only, tied to the hiring issue, and had not resurfaced. He contradicted me, indicating he had hear this line of talk often in the basement and the general office area in second term. I have since heard this from others of all political stripes, so I take it the audience was not select.

His real source of distress was that I had shown up as pornography on the men students' bathroom walls. I actually surveyed the washroom walls one night. There are hundreds of entries (there are none in the women's), many of them law-related witticisms or standard excremental humour. What is significant to me is that although about 10 male professors are described in insulting ways, they are denigrated for their teaching or their lack of intelligence. Conversely, three women professors are insulted, but only in sexual terms. We are named and cartooned naked, portrayed as sexually repugnant; or we are the object of speculation about our sexual activities or orientation. Two men receive similar treatment: a staff member considered homosexual and the Dean. But the Dean is only sexualized where "Z" also appears sexualized.

Nor was the pornographic objectifying of women faculty buried in the context of dozens of other sexual entries about women. Aside from the three women professors, only three other women appear in perhaps 400-600 entries. A woman staff member was the object of a non-sexual joke. A woman (first name only) is the object of several heterosexual fantasies. And a woman student (full name stated) who is openly feminist is described as a castrator who collects penises. I show up as "Z"'s wife and as a lesbian: "Sheila McIntyre sucks clits and tits". You should try walking into a classroom feeling human when you know 60% of the student population may have read such entries, may find them amusing or the ultimate insult, and the words stay on the walls. I find it curious that when I am publicly denigrated for my academic incompetence, that does not show up once on the bathroom walls even though male colleagues' deemed incompetence does. But when the attack is for male eyes only, I am pornography.

In early May, I was again visited by the outgoing student leader. He expressed surprise that I was leaving teaching. I expressed surprise he might have thought it had been a pleasant year for me. He laughed and assured me my problems are over because I have "proved" myself, and I'll like my course evaluations. (I had asked him to get me the evaluation forms and distributed them in my Torts and Labour class. I haven't seen them yet, but as he was in the Labour seminar and collected the evaluations, he probably has seen their contents).

We had a long - and quite bizarre - conversation about the hiring issue. I was quite candid about what I had found so offensive about the students rumour campaign against me, and he did not find fault with my version. He conceded that my academic freedom had been undermined - it was my feminism that had generated and/or justified such hostility in his view; that's why students did not attack the other new women teachers. He agreed I had been condemned by rumours known to be unsubstantiated; that I had been deprived of a right to any public hearing, to know my accusers and to any right of reply. (My fault in his view: I should have submitted my credentials to these nameless detractors for their approval). He admitted that the students who continued to discredit my credentials had not been in my classes. He volunteered that one of the main mischief-makers was a grad student who wanted my job. And he predicted there will be no such unrest in future once there is a new Dean who, among other things, is not living with a faculty feminist. When I remarked that I had found the rumour campaign both cowardly and appalling given the degree of bad faith, dishonesty and injustice involved, his parting shot was a cheery: "Well, no real harm was done".

When I spoke to a colleague about this encounter, I learned he had had a visit from four graduating students (all male) in late March who aired a number of their concerns about the "decline" in academic standards in the Faculty. Though none of them had been my students, they cited my lack of credentials/competency as an illustration of the decline. Their reference point was my Torts class. They indicated they had gone to the Principal with their complaints.

My Colleagues

I do not feel optimistic that the preceding pages will be read tolerantly - meaning with an open mind and giving me any benefit of any doubt. It has been that kind of year. More to the point, whenever I have discussed these incidents, my listeners have reacted in one or more of the following ways. They feel accused, so they become defensive and unable to listen; they remember or interpret isolated details differently, and so discount the pattern of the totality and/or they recall a single analogous event attacking another colleague (which may not be analogous at all), and so discount the pattern of the totality; and/or they become hostile because they do not want to believe this occurred so they refuse to believe it, and blame me for reporting what happened and/or for not reporting it earlier. (Sort of like rape evidence rules: a recent complaint is more credible than a delayed one; and a victim's testimony is inherently suspect, possibly vindictive, and not probative where it conflicts with the assailant's or the adjudicator's interpretation).

My response is this. Most of you were aware of some of these events, but not all of them; and I think you should know all that I know. Some of you know of events I wasn't told, and my pieces may help reveal the pattern. The lived impact of the pattern which is both anti-woman and anti-feminist had enormous consequences for me and for students. I believe those consequences matter enough that we should all be pushed to confront a difficult and painful reality within this institution.

One painful reality is that feminism simply defined is a commitment to equality. Not to man-hating, not to women's superiority. Just to equality. And feminism was a bad word this year, an illegitimate value system, an invitation to or justification for attack.

Another painful reality is that a number of my colleagues have shown an easy complacency in believing and even repeating student disparagement of my qualifications and competence without inquiring whether my detractors had even been in my classrooms not to mention what might lie behind the rumour campaign. This Faculty hired me having screened and interviewed several other candidates according to existing hiring procedures. Some of you taught me. None of you sat in my classes. You should have, at least, questioned what was going on in defence of your own hiring decision. For the record, I am a good teacher.

So another painful reality is that I am afraid to circulate this memo. A colleague recently told me that the problem with feminists, including me, is that we are too "defensive" and we should just "do it". My reaction is that whenever I have done "it" - meaning take a feminist position or report the anti-feminist sequelae - I have paid dearly. Without exception. So "defensive", aside from carrying a blame-the-victim load, does not quite capture my learned reaction. Realistically apprehensive gets it better.

The most painful reality is that I am particularly afraid to write this section on my colleagues. My sense is that although the chronicle of student anti-feminism may not be believed or reflected upon seriously, what I write about colleagues is simply impermissible, so will be treated like a declaration of war, justifying direct reprisal. One friend expects that the mildest response will be insulting dismissal: "she just couldn't take it; she's too sensitive:". Most women I have consulted expect far worse. The expectation is that to document factual events will be seen to violate collegiality standards and to provoke non-collegial personal attack. That the events documented report violations of collegiality will get lost.

Here's my justification. 1) These events did happen. They are true. 2) Women in general tend not to report male violence or harassment for fear of making things worse (viz. the under-reporting of rape, domestic violence and sexual harassment). Our fear of reprisal leads us to prefer to cut our losses. Our fearful silence leaves the fact and extent of our abuse invisible and obviates recognizing that a problem exists, which in turn precludes institutional redress.

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1. Shortly after I circulated my October memo, I was both publicly and privately attacked by a male colleague. He sneered at me in a faculty-wide memo, dressed me down publicly in the halls; and then rebuked, insulted and threatened me in my office for about 45 minutes. Before the office barrage, another colleague forewarned me that the confrontation was about the take place, by which I deduce I was also being attacked behind my back.

The office encounter was devastating. He said, "look, lady, you're coming on too strong around here", and then cited my voicing feminist concerns as my offence. He called me "non-collegial" for having expressed views which differed from his on a committee and for my hiring memo. I was faulted for not being sufficiently "deferential" as a junior faculty member. (Imagine a white male sayiung that to a Black colleague). And I was warned explicitly that as a junior teacher on a short contract, I had better alter my conduct (i.e. stop advancing women's rights issues) if I hoped to be rehired. I may misremember, but I think he also stated explicitly (he certainly implied) he could take steps to jeopardize my being rehired.

What began as a recriminatory lecture became uglier when I neither accepted his criticism and denigration of my motives nor undertook to be silent if we ever disagree in future or if an institutional issue raises feminist concerns.

After attacking my conduct and character, he assailed my memo on hiring. He objected to my elaboration of what I believe it means to be a role model. His view? He "and those he'd talked to" did not believe I see as many students as I claimed on women-centred or on counselling issues; (I am a liar); even if I do this much student advising, it is "unprofessional" and will harm students because "nurturing" them will prevent them from developing the independence and self-sufficiency they need to be lawyers; and even if I disagree with that view, if I continue to make myself available to students, I will never be rehired because I will fail to do enough research and writing to be competitive.

Finally, although he'd begun by warning me that continuing to speak as a feminist

would subvert the likelihood of my being rehired, he also claimed that he "and others he'd talked to" agreed my memo and its proposal that we consider expanding our criteria of merit to embrace women's "difference" was a self-serving tactic to make the faculty alter its hiring standards in order to get myself rehired.

When I did not concur with his critique, he labelled my conduct "tough". I asked what "toughness" had to do with the fact that we disagree on many things. He became furious and retorted, "Look, lady, if you keep taking that attitude" the risk to your teaching career is "your problem". He then stormed out of my office and slammed my door. He later returned and quasi-apologized, and we agreed to disagree.

There are three things that continue to outrage me about this attack. The first is that a few colleagues heard about it and dismissed it because it's happened before. Basically their attitude was, "Oh, that's just X. He usually attacks junior faculty at least once and he usually does it in private, so nothing can be done. It's nothing personal".

My view is that this should have been stopped long ago, because if it's happened to other new or junior faculty and if that is common knowledge, it is not private. Perhaps nothing can ensure it stops, but at least we could name this pattern of conduct for what it is - bullying, rank-pulling, cowardly abuse of hierarchy and intimidation - and take an institutional and public stand that such conduct is unacceptable. I think it is inadequate to reassure his victims privately that they are not alone, and to choose to mop up the damage after the fact rather than to try to prevent its recurrence. My guess is we all have remained silent because we are all somewhat intimidated and we fear an ugly encounter will follow if we censure such conduct. This means we are complicit in its continuation, allowing each new teacher to suffer abuse alone as a kind of inevitable though regrettable rite of passage.

Second, I am angry because gender gets factored out of the attack I experienced. My being junior is relevant to some of his rage at my disagreeing with him in public forums and my refusal to cave to his threats. That is the bullying dimension common to the attack on me and on prior rookies.

What is not common is the particular content and tone of the abuse. My "coming on too strong", my "toughness" and my "non-collegiality" were all directly charged to particular feminist positions I had taken on, e.g., inviting more women speakers and on hiring more women. My "unprofessionality" lay in being responsive to women-centred student concerns in a womanish way. Twice in the barrage his riposte was, "Look, lady...". He used his wife's opinion to corroborate one of his attacks on my motives, and cited women students he had consulted as authority for denouncing other aspects of my conduct. My sin was twofold: being a *junior woman* who had not been sufficiently deferential to a *senior man*.

Finally, I am angry still because I am frightened of him. I consider his verbal assault to have been unwarranted, irrational and quite violent. When I thought back over the abusive incidents which have shaped my experience this year, this one stands out most vividly and unforgettably. Yet I have debated for at least a month about whether to include it because I feel so certain that to report these facts will trigger another personal attack. Maybe in public, probably not. Maybe to my face, maybe behind my back. It outrages me that to report male violence here, as elsewhere in society, will leave me as victim of that violence vulnerable to retaliation. And it worries me that publicizing male violence will be seen to be an act of violence on my part. The polite thing to do, the collegial thing to do, the safe thing to do, is suffer abuse privately rather than to urge recognition of its existence.

One more thing. I would have welcomed face to face dialogue with colleagues who disagree with my October memo. My recollection is that only three colleagues did seek me out for such conversations. But there is a difference between dialogue and diatribe, mutual exchange of views with both sides listening to the other and one-sided imposition of a viewpoint punctuated by threats, insults and allegations of *male fides*. On any view, this encounter crossed the line between a difference of ideas and ugly personal attack.

2. No other colleague has been intentionally abusive to me, and not other colleague frightens me like this. But I would not say my views are generally respected or supported. Tensions have been relatively civilized: more than a few jovial put-downs; a certain "there-she-goes-again" attitude if I raise gender in informal or formal faculty exchanges; a few occasions of barely suppressed anger when male colleagues become defensive for being reminded, however indirectly, of the unconscious maleness of their stances; several occasions when my views have been grossly misstated (invariably to my disadvantage) and those misstatements offered as justifications for anti-feminist fallout; a repeated pattern of being *told* by male colleagues how I should react to abusive incidents rather than being *asked* how I did react, how I interpret them or why I interpret them as I do; and an almost total refusal to take reports of sexism and anti-feminism within this institution seriously as a matter of significance to us all.

As I understand the inattention to women's inequality here, one causal factor is that "Z" and I tend to be the only voices identifying or raising questions about such inequality. Because we are women and feminists, we are both seen to be "biased" rather than, say, qualified, and our views are discredited. Because male colleagues so rarely recognize gender-bias and so rarely raise women's issues, "Z" and I are seen to be obsessed and, hence, prone to misinterpret "neutral" events as problematic for women. That we may see what we do and see it differently from men precisely because we are women and because we carry the burden of representing women's interests on faculty seems to be discounted. That our perspective so rarely generates interest in exploring the possibility that gender might account for the disjunction between our observations, experiences and analysis and those of male colleagues suggests to me that unconscious gender bias is operating. Paradigmatically, our views (women's views) are considered biased while men's are considered neutral; our views are discredited and the "neutral" view is authoritative.

3. My experiences have been repeatedly reinterpreted for me by male colleagues who fail to see or do not want to see gender bias here. At best, if I relate an experience of overt anti-feminism which a colleague witnessed or heard about, he will ultimately admit that it never occurred to him but, yes, he guesses that might have to do with gender. Far more often, another interpretation prevails: that's not sexism or anti-feminism, that's just students' typical resistance to professors with a theoretical approach; or that's just the discrimination (gender-neutral) experienced by all junior faculty; or that's just first year teaching; or that's just the proxy for students' discontent that we did not hire someone to buttress our offerings in X area; or that's just another example of the swing to the Right in this generation of students. My position is rarely that these other causal factors are not operating at all; it's that gender is operating too. But I am routinely misheard to say that gender *alone* explains the particular incident. And, too often, in a fairly patronizing way I am discounted because I am too new here to appreciate that the other gender-neutral factors provide full explanation for what's going on. The question consistently begged is: why I do see gender as *a* factor where non-feminists do not; and why do non-feminists deny gender is at least *a* factor when I perceive that it is? Put another way, why do male and female interpretations so differ?

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There is a lot of student discontent and there are many unpleasant moments in and outside the classroom which we all find unnerving or disheartening. No teacher is universally esteemed by students, and no teacher, especially a new teacher, is entitled to automatic respect. But my experience, I think, was out of the ordinary.

I was not given a chance to earn respect, especially by people who were not my students. I was assumed to be incompetent, credentials unseen, actual student testimony to the contrary. And those who latched onto the incompetency allegation did so only after the issue of hiring more women was raised, and only after my October memo was circulated. One episode in a year-long Torts class was made to stand for the whole, and that episode focused on gender.

The mob gathering, to a large degree, was organized by students who, I believe, deliberately miscommunicated what they heard at the informal meeting about hiring more women. At lest one student who had attended the informal meeting tried to correct the false rumours. No one wanted to listen to him. After the mass protest meeting, the student opponents of hiring more women did not care that their facts were wrong, and did not have the courage to make their allegations institutionally public. For them it was self-evident that to hire a woman means to lower our academic standards of excellence — especially if the woman in question is a feminist, especially if a feminist sits on the Hiring Committee, especially if the Dean lives with that feminist. That I had so recently been a student here was certainly a factor in the rumour-mongering. But hardly the whole story. 180 students did not mount their protest because we were thinking of hiring other young faculty.

I was never real, never a person in all this. I was "Woman". I was "Feminist". And I was discredited *per se*. I was misquoted in preposterous ways quite routinely and no one either came to me to question or challenge these preposterous views or to double check the accuracy of the hearsay. "Feminism" was deemed "radical" and the attribution of outlandish and discreditable views to a radical didn't breed skepticism or suspicions of bad faith. I believe that part of what made me so easy a target was precisely that I was so "thingified". Being abusive is easier when you don't see your victim as a person.

I was thingified by colleagues as well as students, in face to face encounters as well as beyond my presence. Most commonly I was told about myself, presented with someone else's authoritative version of me as if I were a character in a story, as if we were discussing some third person who was not present in the room. Not infrequently, I was casually presented with an insulting version of myself in a matter-of-fact fashion by a speaker who was clearly not only unaware of being hurtful but who did not expect me to *feel* insulted. As if a "feminist" is a perspective, and so without feelings. Typically the insults caricature me as a fist-shaking, strident militant or propagate the view that I am an incompetent teacher. A classic example was a colleague waiting until the summer to tell me - in the presence of three colleagues including the Dean - that he had heard "so many complaints about me" from one student that he'd become tired of talking to him. This revelation was offered to prove that my "problem" was that "I had let a few students get to me".

Another form of depersonalization is having the acts or views of another woman colleague attributed to me or vice versa. The telling point is that even if we disclaim authorship, the speaker continues as if authorship is irrelevant because we are all interchangeable. Similarly, the views of other feminists are often projected onto me as if the prior question of whether I hold such views is insignificant to the conversation.

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Finally, I want to describe the cumulative personal cost of all this. My basic coping strategy beginning in late fall was to withdraw from almost all informal and extra-curricular contacts with colleagues and students; to disengage when I found collegial interactions offensive or exclusionary; to accept abuse as the price for any feminist stance; and to share my research interests only with women, mostly outside the faculty. In sum, I worked largely in isolation not because I am non-collegial, but because I was so alienated. I also gave up reporting particular anti-feminist events to individual male colleagues and stopped seeking advice because my account of what had happened was so often disbelieved or invalidated.

I had increasing difficulty feeling anything - even anger - so often was I thingified, assumed to have opinions only on women's issues with those opinions assumed to be predictable. Typically, I was lobbed "woman" questions not because the questioner was interested in hearing or discussing my views, but because he wanted to see how I'd react or to use me as a prop for manufacturing controversy. With each unpleasant encounter I withdrew more. On several occasions I had trouble seeing colleagues as people. I'd perceive them as "types" just as they did me.

After the informal hiring meeting, I told two colleagues I would not apply if a teaching position came open. I internalized the various castigations of my motives, the constant denigration of my abilities, and decided I would concentrate on research and writing so that I would be more competitive in the next round of hiring. Ultimately I accepted my being hired was a fluke.

When deciding whether to accept the job I was offered in practice, I jettisoned my idea(l)s about what teaching means to me and looked instead at my actual experience. The picture was pretty bleak.

Then I consulted the only two feminists I know who have both taught and practised law. One, a prominent Toronto litigator for a large corporate firm, said she had enjoyed far more freedom of expression and freedom to pursue feminist issues in practice than in teaching. She claimed she has never felt silenced in practice; often felt silenced in teaching. A year ago I would not have believed her.

The other is an internationally renowned lawyer and scholar whose teaching has always focused on and developed feminist jurisprudence, and whose former students, adopting part or all of her ground-breaking equality theory, have been hired at several prestigious law schools and published in prestigious journals. She considered teaching her calling, a career to which she had a deep personal commitment. She began with my belief that bringing a feminist perspective to the law school classroom could matter to women's equality in the profession and in our society. She is no longer committed to teaching because "what had been a calling became an ordeal". She urged me to take the job in practice.

She catalogued similar, but more and uglier, instances of abuse as a law teacher which escalated the more credentialed she became and the more famous she became for her successful feminist achievements in the non-academic world. She, too, has been the victim of vicious rumour campaigns; she, too, has been the target of pre-arranged classroom disruption by male students and then had their violence used against her as evidence of her deemed inadequacy as a teacher; she, too, has been turned into pornography in the law school; and she, too, has had her opinions and her written work grotesquely misrepresented and then had the misrepresentations used to justify the discrediting of her scholarship. The difference is that she has an outstanding publishing, teaching and litigation record. However, the most prestigious institutions at which she has taught have not offered her a permanent teaching position. Among other things, she has been considered "non-collegial".

Neither of these women had unremittingly negative experiences in academics. Nor have I. We have each had some faculty support, much support from our own students, and moments when we felt our presence changed for the better our students' lives and the future of women in this culture. None of us feels, however, that these rewarding moments make the bad ones worth the personal cost. Or that no real harm was done. A lot of harm was done, and not just to ourselves.

In addition to teaching my students law this year, I had one political goal which deeply matters to me personally: to lend the hierarchical authority of my position and to use my presence to validate women's voices in the classroom and in institutional life in order to help women feel it is both safe and legitimate to speak from their own perspective and their own experience when studying or practising law. What has most devastated me in looking back over the last year is that I am undecided about whether my presence actually made participating in law school life harder or easier for woman students. I am unsure exactly what I became a role model of.

I believe it is plausible that for every woman who gained some strength to speak from her own perspective and experience by my example, another learned it pays to remain silent or to pretend to fit a male model of lawyering; and that for every student who came to believe in the validity or even the possibility of working with law and from within legal institutions to advance women's equality, another came to despair. And I know of students who suffered a particularly female form of vicarious liability: they paid when I paid; they were faulted when I was faulted; they felt silenced when I was or appeared to be silenced. And I know of others who tried to put distance between themselves as women and me lest they be the object of guilt by association.

I am also apprehensive about what men students learned of their own power and women's relative powerlessness participating in or watching efforts to discredit and disempower me especially by the use of force. What can it possibly mean when a spokesman for my detractors tells me, believing it, that "no harm was done?" And have we made progress or lost ground when he assures me the harm will stop because I have "proved" myself by male-defined terms.

I still believe the law school would be far less damaging to women if more women faculty were hired. And I believe legal education will reinforce the inequality of women until more feminists are hired. But until women - especially feminists - represent more than a visibly isolated minority perceived to be aberrant, we will continue to be easy targets for abuse by those who will not acknowledge personally or publicly the sexism and anti-feminism which fuels their hostility to and discrediting of women's perspectives and interests. And so long as feminists are so isolated, our serial victimization can be personalized as our own problem caused by our personal views, rather than as an institutional problem caused by institutional opposition to and devaluation of the class of which we are individual members. In the result, a blame-the-victim, she-was-asking-for-it rationalization prevails. When this pattern works effectively, the victim will internalize all this publicly denied male hostility, and doubt, then fault, then hate herself.

As a friend of mine once said, "They wanted me to co-operate in my own death". This spring, a part of me, the part I take to be my best self, went dead. I was silenced and came to believe that finding my voice again does not matter; in fact, that nothing I care deeply about matters within these walls. My continued silence amounts to co-operating in my own death. The process of writing this document, by externalizing the abuse, and by speaking from my experience in my own words and in my own way, has been a process of reclaiming that lost self and affirming "I am". That is: *I* care about what happened; and I really believed it matters within these walls.

******

My position has changed since the October memo. I believe we should make hiring *feminists* a priority. And we should hire them in twos or threes.

—Sheila McIntyre

I have communicated with representatives of the various components and groups of the university in question informing them of the publication of this memorandum and I have invited such individuals to comment on it.

—Ron Levesque, CAUT Acting Executive Secretary

CAUT 1986-87
STATUS OF WOMEN WORKSHOP
February 6-8, 1987
Skyline Hotel, Ottawa

DEVELOPING STRATEGIES FOR CHANGE

AGENDA (subject to change)

Friday, February 6	
10:00 - 13:30	Registration
13:30 - 15:00	Welcome Keynote address on women influencing change
15:30 - 17:30	Sexual harassment: strategies for campus education
evening	Group dinner (after-dinner event)
Saturday, February 7	
9:00 - 12:00	Implementation strategies: a review and discussion of how women have developed strategies for change (implementing positive action, working within faculty associations/unions, establishing women's studies programs, etc.)
14:00 - 17:00	Choice of (2/3) group sessions (1 1/2 hours each) on lobbying governments, networking, bargaining strategies
evening	Group activities (skating party, films) Reception
Sunday, February 8	
09:00 - 11:00	Developing an action plan: a group discussion of priorities and strategies for change.

REGISTRATION INFORMATION

Registration: $85 per person includes materials and Friday dinner. Friday-only registrations: $50; Saturday-only registrations: $50.

Accommodation: A limited number of rooms has been reserved at The Skyline Hotel, 100 Kent Street, Ottawa at $60.00 per night single or $70.00 per night double.

Registration deadline: January 9, 1987

Completed form and cheque (payable to CAUT) should be mailed to:

Ms. Colette Deschamps
CAUT
1001-75 Albert Street
OTTAWA, Ontario
K1P 5E7

For more information, telephone Colette Deschamps or Tina Head at (613) 237-6885.

REGISTRATION FORM

Name_____

Address_____

_____

Office telephone_____ Home telephone_____

Affiliation (if any)_____

I plan to attend:
Friday to Sunday _____ Friday only _____ Saturday only _____

Please book hotel accommodation for nights of:

Thursday, Feb. 5 _____ Friday, Feb. 6 _____ Saturday, Feb. 7 _____

Single _____ Double _____

Please advise Colette Deschamps of any changes.

We are applying for a grant from Secretary of State for simultaneous translation.

ACPU 1986-1987
ATELIERS SUR LE STATUT DE LA FEMME
du 6 au 8 février 1987
Hôtel Skyline, Ottawa

AMÈLIORER LA SITUATION AVEC DE NOUVELLES STRATÈGIES

PROGRAMME (à confirmer)

Vendredi le 6 février	
10h à 13 h 30	Inscription
13 h 30 à 15 h	Mot de bienvenue Allocution sur les femmes influençant le changement
15 h 30 à 17 h 30	Harcèlement sexuel: stratégies de sensibilisation sur le campus
soirée	Souper collectif (activités sociales)
Samedi le 7 février	
9 h à midi	Mise en oeuvre des stratégies: une revue et une discussion des moyens pris par les femmes pour créer des stratégies améliorant la situation (l'action positive, le travail au sein des associations ou syndicats de professeurs, la création de programmes d'études sur les femmes, etc.)
14 h à 17 h	Choix de 2 séances collectives sur 3 (1 h 1/2 chacune) sur le lobbying auprès des gouvernements, le groupement en réseaux, les stratégies de négociation
soirée	Activités de groupe (patinage, films) Réception
Dimanche le 9 février	
9 h à 11 h	Plan d'action: discussion de groupe sur les priorités et les stratégies de changement

RENSEIGNEMENTS

Inscription: 85 $ par personne, comprenant le matériel et le souper du vendredi. Droits d'inscription pour le vendredi seulement: 50 $; pour le samedi seulement: 50 $

Hébergement: Un nombre limité de chambres est réservé à l'hôtel Skyline, 100, rue Kent, Ottawa; une chambre simple: 60 $ par nuit; une chambre double: 70 $ par nuit.

Date limite des inscriptions: le 9 janvier 1987

Retourner le bulletin dûment rempli accompagné d'un chèque à l'ordre de l'ACPU à:

Mme Colette Deschamps
ACPU
1001-75, rue Albert
Ottawa (Ontario)
K1P 5E7

Pour plus de renseignements, téléphoner à Colette Deschamps ou à Tina Head au (613) 237-6885.

BULLETIN D'INSCRIPTION

Nom _____

Adresse_____

_____

Téléphone: Bureau_____ Domicile _____

Affiliation (le cas échéant)_____

Je serai présent (e):
du vendredi au dimanche_____ vendredi seulement_____
samedi seulement_____

Veuillez me réserver une chambre pour:
Jeudi, 5 fév._____ Vendredi, 6 fév._____ Samedi, 7 fév._____
Simple_____ Double_____

Prière d'avertir Colette Deschamps de tout changement.

Nous avons fait une demande de subvention au Secrétariat d'Etat pour l'interprétation simultanée.

University of King's College

Halifax, Nova Scotia

UNIVERSITY PRESIDENT

Applications and nominations are invited for the position of President of the University of King's College effective as of July 1, 1987.

The University of King's College is a small residential university of Anglican foundation located on the Dalhousie University campus in Halifax. Important aspects of the College are its Faculty of Arts and Science (in association with Dalhousie University), its School of Journalism, its Foundation Year Programme for first year students, and its partnership in the Atlantic School of Theology.

The President is responsible for the administration of the University and is expected to teach at least one course in one of its academic programmes. The College buildings include a residence for the President.

Applications or nominations should be received **before** January 31, 1987, and should include a curriculum vitae of the candidate and the names of at least three referees. Applications or nominations are to be sent to:

The Presidential Selection Advisory Committee
c/o Mrs. Margo E. Sly
Secretary to the President
University of King's College
Halifax, Nova Scotia, Canada
B3H 2A1

(In accordance with Canadian Immigration requirements this advertisement is directed in the first instance to Canadian citizens and landed immigrants.)

THE UNIVERSITY OF WESTERN ONTARIO

Director, Social Science Computing Laboratory

Applications are invited for the position of Director of the Social Science Computing Laboratory, a facility serving the teaching and research needs of the Faculty of Social Science. Applicants should be highly qualified in computing; should have experience of an academic environment (preferably in a multidisciplinary social science unit); and should have management experience. The Laboratory has a full-time staff of twelve persons. It operates VAX 780, 785 and MicroVAX (II), machines, using social science software including SPSSX, SAS, TSP, BMD, and FORTRAN and BASIC languages. The Laboratory is involved closely with University computing facilities operating VAX 8600, CDC 825/835, and IBM 4341 mainframes.

An established research record, successful grant applications, and a knowledge of survey research would be assets. A part-time academic appointment is a possibility.

The University of Western Ontario is a major research institution serving 21,000 undergraduate and graduate students, located in a city of 275,000. The Faculty of Social Science Computing Laboratory provides major computing and consulting services to 6,000 students and 250 faculty members.

Applications, including the names of three referees, should be sent by January 31, 1987 to **Professor Denis Smith, Dean, Faculty of Social Science, Social Science Centre, The University of Western Ontario, London, Ontario N6A 5C2.**

"An Equal Opportunity Employer"

The University of British Columbia

DIRECTOR

School of Community and Regional Planning

Applications are invited for the position of Director, School of Community and Regional Planning, at The University of British Columbia. This graduate professional School offers programs leading to the Master's and Ph.D. degrees. It has a complement of 10 full-time faculty members and an enrollment of approximately 90 graduate students; 30 new students are admitted annually. The School's teaching and research emphasize an integrated approach with specialization in community planning, and planning for regional development and the use of natural resources.

The successful candidate will have a Ph.D. or equivalent, academic and professional experience in planning, and a proven record as an administrator, teacher and researcher. The Director will have teaching responsibility, preferably in regional planning.

The appointment as Director will be for an initial period of five years, and will take effect 1 July 1987 or as soon as possible thereafter. Rank and salary will be commensurate with qualifications and experience.

Applications with supporting documentation and names of three referees should be sent **by 15 March 1987** to: **Dr. S. Cherry, Associate Dean, Faculty of Graduate Studies, The University of British Columbia, Vancouver, B.C. V6T 1Z3, Canada.**

The University of British Columbia offers equal opportunities for employment to qualified male and female candidates. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

This position is subject to final budget approval.

U of T report calls for School of Architecture, to be run by director

by Victor Sim
CAUT Associate Executive Secretary

The Faculty of Architecture and Landscape Architecture at the University of Toronto will become the School of Architectural Science and Design if recommendations contained in a report prepared by University Provost Joan Foley are implemented by the Governing Council.

Under the proposed arrangement, the School would be administered by a director to be appointed, rather than by a dean.

The report is the most recent in a series of evaluations of and proposals for the troubled Faculty since President George Connell announced his intentions in early 1986 to close the Faculty by 1990. The new recommendations represent a major change in administration policy.

President Connell made his recommendation for closure because the Faculty was not meeting the standards of excellence expected in the University and because money was not available to upgrade the programs and physical facilities. Bitter inter-faculty strife was also cited as a reason for the proposed closure.

Following strong protests by constituent groups in the University, President Connell appointed a Task Force in the spring of 1986 to advise him on the future of the Faculty. The Task Force reported in mid-summer and recommended that an autonomous College of Architecture affiliated with the University be established. It was suggested that an independent College would permit solutions to problems which had been intractable under the existing structure. Critics pointed out, however, that the Task Force report did not make clear what could be accomplished under a College structure which was not equally possible in a reorganized Faculty. The report was also critical of the faculty role in the difficulties being experienced.

The reorganized School would draw upon faculty resources elsewhere in the University to improve the quality of its programs. Faculty from Fine Arts, Anthropology, Archeology, Philosophy and Civil and Mechanical Engineering could be cross-appointed to the new School. It is expected that a Director would make fund-raising a priority activity.

The new recommendations will be considered by the Academic Affairs Committee before going to the Governing Council.

The Faculty is the oldest in Ontario and the only one offering a graduate degree. It has 30 faculty members and more than 300 students. Internal problems and criticism from the architectural community have made it difficult to appoint a new dean. The Faculty has been operating under an internal trusteeship for the past four years.

La faculté d'architecture et d'aménagement paysager de l'Université de Toronto deviendra l'école de désign et des sciences de l'architecture si le conseil des gouverneurs met en oeuvre les recommandations formulées dans le rapport de Joan Foley, provost de l'université. Aux termes de l'accord proposé, un directeur, qui serait nommé, plutôt qu'un doyen, administrerait l'école. Depuis que le recteur de l'université, M. George Connell, a annoncé au début de 1986 qu'il avait l'intention de fermer la faculté d'ici 1990, le présent rapport est le plus récent d'une série d'évaluations et de propositions visant à préserver la faculté.

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Student refugee program needs support to continue

by Marianne Wightman
WUSC

McGill University has become the latest university to hold a successful student referendum which pledges financial support for student refugees to study at McGill.

The yearly pledge of $1.00 per student will raise $16,000 and support two student refugees annually. These scholarships will be named in memory of Dr. Hugh Pilkington, the noted African refugee specialist from Kenya who was on a cross-Canada tour (and who had spoken at McGill) when he was killed in a traffic accident in Brandon, Manitoba on October 16th.

The student refugees brought into Canada as landed immigrants by the World University Service of Canada (WUSC) are provided with tuition, accommodation and food, clothing and transportation allowances during their first year in Canada. The WUSC student refugee program is a special kind of private sponsorship. Its roots are in the academic community and directed towards those student refugees who yearn for a chance to continue their studies.

The student refugees are considered for sponsorship if they are *bona fide* refugees as recognized by the United Nations High Commissioner for Refugees and have gained a recognized standard in post secondary education. Most of the applicants were studying at an institute of higher learning before fleeing their home countries due to war, persecution and physical danger.

Almost all of the student refugees who are sponsored are single because of financial constraints and all eligible candidates are expected to have a reasonable degree of fluency in either English or French.

Since the WUSC student refugee program was started in 1978, 139 students have been sponsored to study at universities and colleges throughout Canada.

Other institutions besides McGill who have held referenda and created student refugee scholarships are the Universities of Victoria, British Columbia, Calgary, Trent, Queen's, Prince Edward Island, and the British Columbia Institute of Technology and Trinity College (University of Toronto).

There are 11 Canadian institutions sponsoring student refugees on a standard bursary or waiver of fees basis. Some, like Brandon University, provide free tuition, residence and board while the University of Regina offers this and book allowances as well for three student refugees per year.

Some universities reserve part-time jobs for student refugees while at other institutions refugee sponsorship is a multi-group effort involving student unions, administration, faculty associations, the campus caterer and the book shop.

Most support groups have found that financial support provides only part of the sponsorship commitment. Students, faculty and professionals contribute a great deal of personal attention to the complex emotional, social and cultural adjustments that these new Canadians have to make.

While the student refugees who have come to Canada feel fortunate to be here, they also know they have much to contribute. Sam Okello, a former Ugandan refugee who is now a second-year arts student at the University of Prince Edward Island comments, "One way I can contribute is in the education field — by enlightening fellow students and cultivating informed attitudes towards the developing world".

The WUSC student refugee program needs support in order to continue. If you are interested, please contact:

The Student Refugee Coordinator
World University Service of Canada
P.O. Box 3000,
Station "C"
Ottawa, Ontario
K1Y 4M8
Tel.: (613) 725-3121

caut acpu

WHAT IS FAIR?

A Guide for Peer Review Committees: tenure, renewal, promotion

Foreword

CAUT has long argued for collegiality in university governance. In particular, the primacy of peer review procedures in decisions affecting a person's career in the university has been strongly advocated. In most, if not all universities, these arguments have prevailed, and to a large extent the institutions make career decisions based entirely or largely on the advice of peer review committees.

The purpose of peer evaluation is to combine expertise in the subject with fairness in judgment so that decisions in the university will be made for academic reasons and not for extraneous ones. It is the CAUT view that properly conducted peer evaluations will increase the likelihood that academic status decisions will be made according to appropriate criteria by persons qualified to evaluate academic performance.

But problems can and do arise. We sometimes hear the opinion that academic staff have more to fear from arbitrary and unreasonable peers than from dictatorial administrators. Academics are frequently innocent of any knowledge of their own collective agreements/by-laws to say nothing of the principles of natural justice and may well, therefore, dispense injustice with an even hand.

The following guidelines are intended to assist academic staff to fairly carry out their roles on peer review committees. We have in mind, in particular, tenure, renewal and promotion committees. This document does not address itself to a complete discussion of the procedures used in making academic status decisions but to the comportment of academics who serve on peer evaluations. For discussion of CAUT's views on the procedures themselves, see "Policy Statement on Academic Appointments and Tenure", and the model clauses on grievance procedures and grievance arbitration, (CAUT Handbook, 1986, pp.9-17, 48-52). Faculty associations and unions have a duty to try to negotiate fair procedures. Failure to do so may result in the procedures themselves being overturned in the courts.[1]

The standard set out in this document is that to be found in the policies and practice of the Academic Freedom and Tenure Committee of the CAUT. This document is not intended to be a legal treatise on the developing doctrine of legal fairness although a number of court and arbitration decisions are quoted to illustrate particular points. Nor is this document to be relied on in arriving at a decision in any particular case. Legal rights and obligations may vary as a result of particular contracts and specific fact situations. Legal advice on individual cases should be sought from the local faculty association, then from CAUT.

This document also assumes that there is a different level of formality between departmental peer review committees and university-wide appeal committees, although there remains a basic requirement in both cases to be fair and to make academic decisions on academic grounds.

A. Selection of Committees

1.

Q. Who should select departmental peer review committees?

A. Members of the committee should be elected by and from the full constituency of peers. At a minimum this should include all full-time members of the academic unit. The role of part-time academic staff is mentioned below. Where appropriate and feasible, it may be necessary to ensure representation by category (e.g. rank, sex. See, for instance, CAUT Policy Statement on Positive Action to Improve the Status of Women in Canadian Universities, CAUT *Handbook*, 4th ed., 1986, pp.28-32.). In smaller institutions the department may be the committee. Some faculties do not have departments. In this case faculty committees make the primary decision and should be elected and act in a manner similar to departmental committees.

2.

Q. Should departmental review committees be restricted to the department?

A. Not necessarily. Some collective agreements and by-laws either require or permit the election of peers from other departments where such expertise exists. Your collective agreement or university by-laws will tell you the local situation. Where these are silent, efforts should be made to ensure that peer committees are constituted in such a way that they have the expertise to make an informed judgment. This is particularly important, if the applicant's specialty is not shared by other members of the department.

3.

Q. Should non-tenured faculty serve on tenure committees? When considering promotion to a specific rank, should faculty of a lower rank serve on the promotion committee?

A. Yes. Such faculty perform the same functions as the applicant, and are true peers. It is CAUT policy that both tenured and untenured staff should serve on tenure and promotion committees (CAUT Handbook, 1986, p.11). Untenured faculty often bring new approaches to a subject. They should, therefore, not be excluded as such exclusion might result in important new perspectives being omitted from the discussion. If they are excluded, the tenure system may be transformed into a guild system defending the status quo rather than a judgmental system based on merit and open to new ideas, new interpretations, and new subject areas.

4.

Q. What about part-time faculty? Should they be eligible to serve on committees?

A. This poses problems of definition and community of interest. Nevertheless part-time faculty should be eligible. CAUT recognizes that in certain circumstances their right to serve and to elect may be circumscribed by rules which guarantee the predominant position of the full-time staff without excluding the participation of part-time academic staff. In such a case, the part-time faculty could elect representatives from among themselves.

B. Conflict of Interest

1.

Q. Are there possible conflicts of interest?

A. Yes. Such conflicts of interest would arise, for example, where there is a family or other close personal relationship with an applicant, where there has been serious conflict with an applicant,[2] or where there is a business or financial relationship.

2.

Q. I can divorce my personal prejudice for/against the applicant from an objective consideration of his or her scholarship, and as a close peer should I not serve on the committee?

A. No. Not only must justice be done, but it must be seen to be done. Whichever way the committee decides you will be suspected by the less charitable, and you should not be put in such a position.

As a British judge, who in turn was quoted by a Canadian court in a case involving a tenure application, said:

> "I would add a few words on the question of bias...If a reasonable person who has no knowledge of the matter beyond knowledge of the relationship which subsists between some members of the tribunal and one of the parties would think that there might well be bias, then there is in his opinion a real likelihood of bias. Of course, someone else with inside knowledge of the characters of the members in question might say: 'Although things don't look very well, in fact there is no real likelihood of bias'. *But that would be beside the point, because the question is not whether the tribunal will in fact be biased, but whether a reasonable man with no inside knowledge might well think that it might be biased.* (emphasis added)"[3]

3.

Q. But as a member of the department, I do know the candidate. Does this mean I should resign?

A. No. Peer evaluations at the departmental level and frequently at the faculty level involve decisions by faculty members who know each other. The purpose of the fairness requirement is not to require peers who are devoid of all information about a candidate. Rather it is to ensure that those who make the decisions assess all the evidence with an open mind and have not made up their minds in advance. This is why those with a serious conflict with the applicant or those who cannot approach the matter with an open mind, such as those who announce in advance that they have made up their minds, should withdraw from the process. "Because subjectiveness is included in the process, fairness is not excluded".[3] The purpose of peer evaluation is to combine expertise in the subject and fairness in judgment.

4.

Q. Should an academic staff member who also has an appointment as a senior academic administrator be eligible for election as a peer on a committee?

A. No. There is a strong possibility of a conflict of interest and people in such a category should disqualify themselves from serving on the committee. In particular administrators should not sit on committees if they themselves are part of the formal review or decision-making structure at a later stage.

However, chairpersons may be members of such committees unless excluded expressly by the by-laws or the collective agreement. Nevertheless, chairpersons should not place themselves in questionable positions. For instance, chairpersons should excuse themselves from departmental committees if they have to review formally the departmental decision. Nor should chairpersons exploit vague or imprecise procedures in order to give one opinion publicly to the department and/or the candidate and a different one privately to the senior administrator. Nor should anyone else.[4]

5.

Q. What should I do if such a conflict of interest arises?

A. You should resign from the committee.

6.

Q. What should I do as a candidate if I can reasonably show that a member of the committee should resign because of a conflict of interest?

A. You should formally challenge that person's membership on the committee with reasons as soon as you become aware of his/her membership on the committee. If this is done at a meeting of the committee, it should be raised as the first order of business. Such allegations, if made after a judgment has come down, have the odour of sour grapes. If the person so challenged remains on the committee despite strong evidence of conflict of interest, this provides you with grounds either for internal appeal or legal action or both.

7.

Q. Is it legitimate for me as an interested third party or as a member of a peer committee to make private representations to the president of the university or the person or body responsible for the final decision?

A. No. Representations by any member of the academic community or by anyone else should be made to the peer evaluation committees or appeals committees, as the case may be, and discussion should be conducted therein. End runs of this type should not be permitted. However, if you are a member of a peer review committee and if you disagree with the decision of the majority, you can, if you wish, attach a written dissent. Moreover, some agreements permit the parties to a dispute, but not others, to make a formal appeal to the president.

8.

Q. Is it legitimate for the interested parties to set up an ad hoc outside peer evaluation where it seems likely that the normal procedures will produce a biased committee?

A. Yes. But only if the faculty association and the university administration agree. In the case of collective agreements, the permission of the faculty association is a legal requirement. The parties to a collective agreement can, of course, agree to modify that agreement at any time. Outside arbitration is, in fact, the procedure most frequently suggested by the CAUT Academic Freedom and Tenure Committee in intractible cases. It is particularly relevant in cases arising from financial exigency since all members of the university community in question are in a certain sense a party to the case.

C. The duty to be fair: due process and natural justice

1.

Q. What should due process and natural justice mean in the university context?

A. The following should be regarded as elementary components of natural justice in the university context:

(a) Notice

The applicant or grievor and the faculty association should receive reasonable notice of any hearing including the particulars of the case and the mode of operation of the committee or tribunal.

(b) the right of applicants to see and/or hear all evidence presented in their case

This means that all written evidence and documentation submitted to the peer committee should be made available to the applicant in full. Summaries are not satisfactory since they are likely to produce arguments about the fairness of the summary. If there is oral evidence, the applicant should either be present to hear it or should receive an audio tape. This does not mean that the applicant has the right to be present or to have a tape of that section of the meeting when the committee deliberates on its conclusions. The applicant should also have the right to respond to any written evidence or documentation introduced at any other level of consideration or review within the university. At the level of the university appeals committee or of arbitration, the applicant and his or her representative or counsel should be present for all testimony.

(c) the right of applicants to confront and challenge negative witnesses or evidence

At the departmental level this means that the applicant should have the right to make a written and/or oral submission on the substance and the procedures involved in regard to any negative evidence prior to the deliberations of the committee. In addition to this hearing, if the committee intends to make a negative decision, it should offer the applicant the opportunity to meet with the committee to discuss the negative recommendation and the reasons for it before they make a final decision and pass it on to the next level. At the university appeals level the applicant or his representative/counsel should have the right to cross-examine all adverse witnesses.

(d) the invalidity of anonymous evidence

The dolorous history of the use of confidential letters of reference to denounce the political views of colleagues in the McCarthy era underlines the importance of this provision.[5] Unattributed individual opinions cannot be fairly considered by peer committees. This does not prevent the use of aggregated statistical evidence such as student evaluations although it would exclude anonymous comments attached to such evaluations. Some universities conduct student evaluations in two parts - a statistical section for peer committees and a commentary which is provided only to the academic staff member. CAUT recommends this practice.

All letters of reference, including the signatures, should be supplied to the candidate in full. It should be noted that some faculty agreements provide for open files but others only permit access if there is a formal grievance launched. Referees should know the rules of the game in advance.

However, if the rules of your university or the relevant collective agreement still provide for confidentiality of referees' assessments, fairness nevertheless demands that the candidate be given sufficient information as to the substance of any critical comments in such assessments to enable effective response.

(e) the right of the candidate to be assisted by the person of his or her choice

At the departmental committee level the applicant should have the right to be assisted by an academic representative from the faculty association or by a colleague of his or her own choosing. It would ordinarily be inappropriate at this level for the academic staff member to be represented by legal counsel but he or she should be free to consult the faculty association or counsel. It is important, however, that there be no confusion over who is representing an appellant. (see below section 9 on Appeals)

(f) the right of the applicant to be given detailed reasons for the committee's decision (see below section G., pp.14-15)

(g) the right to a fair tribunal (see above section B., pp.3-6)

Members of peer committees should insist on the application of these principles, and if necessary record an objection in writing when they are violated. They should also ensure that the rules and procedures governing the operation of the committee are observed. They should not, however, leave in a huff if their representations are not acted upon. When they believe that rights have been violated, they should continue to serve under protest and then issue a report about

the problem to the parties. Furthermore, if a procedure or policy seems to be unfair, it should not be used simply because it has always been used. A Nova Scotia court, for instance, found the tenure procedures of a particular university unfair and thus not operable. It would have saved much anguish and cost if they had been changed in advance through negotiation with the faculty association.

In the legal context natural justice is a term for elementary conditions of procedural fairness. It is not a fixed concept; it changes over time. Academic staff involved in particular cases should consult their faculty association or CAUT about current court interpretations.

D. The duty to be fair: democracy and the judicial process

1.

Q. Our department/departmental committee voted against the candidate. Surely that is democratic and all that needs to be said?
A. No. A democratic majority is not a guarantee that a decision has been fairly and reasonably made. Democratic majorities can be as arbitrary as any individual administrator. That is why CAUT recommends due process and quasi-judicial procedures rather than drum head court-martials. Such procedures are designed to ensure that academic status decisions are based on academic criteria only and not on extraneous ones. Constitutional democracies accept that the rule of law limits the power of majorities. So too should pluralistic universities.

2.

Q. Doesn't collegiality mean that we should proceed as informally as possible and dispense with legalities and rules?
A. No. Collegiality does not mean vaguely structured or informal committees. In this context it means bringing the academic judgments of peers to bear on academic matters such as tenure, renewal and promotion. This should be done by the proper and formal weighing of the evidence.

3.

Q. But the other members of the department belong to CAUT too. Won't the national organization defend their interests?
A. If the rights of the department are violated, for instance by an administrative refusal to follow due process procedures, CAUT will defend the department. However, membership in CAUT is not a charter to make biased judgments or to conduct unreasonable procedures. Academic staff through collective agreements and special plans have imposed on themselves the legal obligation to participate in academic decisions and to do so fairly. This contrasts with many industrial contracts where such decisions are made by management alone. We must live up to these obligations.

E. The duty to be fair: examination of the evidence

1.

Q. What does fair mean in looking at the evidence?
A.(a) It means that the decision must be made on academic grounds precisely related to the issue at hand. Furthermore the department should base its judgment on the material before it. That material, in turn, should be relevant to the case. The decision should relate the evidence to the criteria. The process must not be a personal vendetta. For instance in one case an arbitrator concluded: "Obviously, decisions were made on erroneous information, incomplete information and remote and unreliable hearsay, all of which appears to have been orchestrated by the Chairman of the Committee out of motives of open hostility.There is no doubt that the Department Hearing and Report lacked the degree of fundamental fairness any tribunal of such a nature would be expected to possess."[6] In another case the courts overturned the decision of an appointments committee because the chair had intimidated the committee, threatened one of its members, kept calling votes until he got the decision he wanted, and insisted on special and onerous requirements for the candidate he was intent on excluding.[7]

Furthermore, the decision must not be made because the candidate has a difficult personality or the like. The university is not a club; it is dedicated to excellence. The history of universities suggests that its most brilliant members can sometimes be difficult, different from their colleagues, and unlikely to win a popularity contest. "The university is a community of scholars and it is to be expected that the scholars will hold firm views and wish to follow their convictions. Tension, personality conflicts and arguments may be inevitable by-products".[8]

On the other hand CAUT recognizes that a department can be placed under trusteeship if it is found to be ungovernable by a tribunal following quasi-judicial procedures. This may happen because of the physical disruption of departmental operations by a member. An arbitrator has held that actual physical disruption by an individual is grounds for dismissal although he did add that even physical disruption might be permissible on grounds of conscience in matters of major concern if the university did not provide an appeal procedure.[9]

(b) Fairness means that the department must follow the same procedures as for others at the same level in the recent past and must make decisions based on comparisons with comparable academic staff in the past three or four years. "Fairness and consistency require that like cases be treated alike".[10] If a department does not follow its own normal procedures, any variations should be fair, agreed to by the faculty association, approved in a constitutional manner by the senior administration, and known to the candidate in advance. It is not proper to make up new procedures or new standards in a particular case to eliminate someone a department does not like. For instance, an arbitrator held that it was not proper for a president to insist on a 2/3rds voting rule in promotion decisions when no such rule had been negotiated as part of the collective agreement.[11] Similar reasoning should apply to committees.

(c) Fairness means that the department must conduct a thorough and deliberate evaluation of all the information relevant to the case or in its possession. This requires a reasonable period of discussion, particularly in controversial cases or where a negative decision is likely. An arbitrator held that it was improper for a review committee in a highly contentious case simply to meet and vote.[12] Quorums must be respected. In the absence of a stated university policy on quorums, fifty per cent plus one of the relevant body must be present. Meetings should be scheduled so that those who must attend can reasonably do so.The committee should ensure that all relevant information is supplied to them, and, in particular, that the applicant has been formally asked, preferably in writing, to supply all information that he or she wishes to have considered. There is also an obligation on the chair of the department and on the university administration to supply to the candidate all the information that it has that is relevant to the issue, in particular evaluations which might not be in the hands of the applicant. If the file is not adequate, the committee should request the candidate, the chair of the department or the senior administration, as the case may be, to supply the missing documentation and not make a negative decision based on this technicality. An arbitrator overturned the decision of a Vice-President (Academic) to deny sabbatical leave because the Vice-President had alleged, in part, that there was insufficient documentation in the request. The arbitrator held that the Vice-President should have requested more documentation. The same reasoning should apply in regard to departmental committees.[13]

(d) Fairness means that if consultation is required in the peer assessment process, it should be thorough, systematic and recorded. It should not be carried out by chance meetings in the corridor or by the collection of second-hand gossip.

(e) Fairness means that the departmental peer committee must address the real and complete issue at hand. It should not restrict its discussion and judgment to those items of evidence which buttress a pre-conceived position. It should not change the previously applied rules regarding evidence and standards. In one case an arbitrator overturned a decision where the committee had imposed a non-existent rule that publication could only be considered when it was the result of sole authorship, had considered only the publications since the last promotion, and had used an abbreviated list of publications.[14] Nor should it decide to exclude certain areas of study on the grounds that they are not real research, e.g. women's studies, social work, nursing, etc. The decision to sanction particular areas of study belongs to the senate, not to peer evaluation committees. It should not improperly segment the decision in such a way as to prevent evidence being given or to hide the real issue by deciding on the basis of one aspect only and then refusing to hear evidence about the rest.[15]

(f) Fairness means that if the department alleges an absence of scholarly publication or second-rate scholarship, there must be demonstrable proof, preferably based on criteria universally applied and known in advance. It is not proper to allege, as in one case that came to CAUT, that there had been little publication and that was second-rate when, in fact, the applicant had a better publication record than anyone in the department, including the chair, both in quantity and quality as measured by outside assessors. Experts in the field must read and evaluate the work if those judging do not have the expertise or only partial expertise. If the field is controversial, the experts should be chosen from both sides of the controversy. The applicant must have a determining say in the choice of some of the assessors, and should be able to challenge assessors on the grounds of bias. He or she must, therefore, know the names of the assessors and the process by which they were chosen. The letters sent to assessors should be neutral in tone and should be available to the candidate. There should be a summary procedure in place to adjudicate challenges to particular assessors or to the procedure followed.

(g) Fairness means that if the department alleges that the applicant's scholarly interests do not coincide with the academic plans of the department, there must be in existence, to justify a decision on this ground, a departmental academic plan involving a substantive change in academic priorities approved constitutionally by the department and the university administration, consistent with the university bylaws or collective agreement, and known to the candidate sufficiently far in advance of the decision to allow him or her to conform to the objectives of the plan. This must not be an ad hoc reason dreamed up to exclude a particular candidate and justified by vague references to the good of the department. Nor should the plan itself involve a violation of academic freedom or be inconsistent with the CAUT policy on program redundancy. (See CAUT *Handbook*, 1986, pp. 24-26.).

(h) Fairness means that if the department alleges that the applicant's teaching is ineffective, there must be organized data, such as student evaluations over a number of years to substantiate this judgment. Any adverse comments respecting the candidate should be made available to him or to her.[16] There should be criteria normally applied and known in advance. Decisions should not be based on student gossip and hearsay.

(i) Fairness means that a department cannot rule against a candidate and then invent a vague financial reason to try to justify the decision. An arbitrator overturned 21 non-renewals in a case where the university administration, in part, made spurious allegations of financial exigency.[17]

The granting of tenure and promotion are matters which should be kept separate from financial exigency. Probationary appointments to the tenure stream assume that the university has made provision for an ongoing appointment. A subsequent financial crisis may require lay-offs of untenured or tenured academic staff, but this process should be part of a procedure for financial exigency negotiated by the faculty association and consistent with the CAUT policy statements. (For CAUT policy statement on financial exigency, see CAUT *Handbook*, 1986, pp. 22-24.)

(j) Fairness means that all judgments should be, as a minimum, consistent with the CAUT policy on non-discrimination and with local policies similar to it which prohibit discrimination (for CAUT policy on non-discrimination, see CAUT *Handbook*, 4th ed., 1986, p.28). This should not be treated as a formality. Harvard, for instance, was found in 1980 to have discriminated against a woman in a tenure hearing. If it can happen in Harvard, it can happen elsewhere.[18]

(k) Fairness means that a candidate should not be denied because he or she has offended the powerful in the university or the community. Conversely favourable decisions should not be made because the candidate has ingratiated himself or herself in such milieus. Not all departments and their committees have been willing to stand up for faculty who discover that drugs are unsafe, pesticides lethal, logging practices destructive, and political systems corrupt or to repulse the friends of politicians, members of the board of governors or of the administration. Such frailty should not play a part in academic decisions.[19]

F. The duty to be fair: criteria and standards

1.

Q.What criteria should apply?
A.Criteria should be of sufficient specificity that their application in individual cases can be measured as far as is possible by objective standards. Applicants must be able to assess beforehand the extent to which they meet the criteria.

At the beginning of proceedings, peer committees should review the criteria and make sure that there is an expressed consensus on their meaning and application.

2.

Q.Can standards change?
A. Yes. Standards of scholarship and teaching can be changed but only after a negotiated agreement between the faculty association and the university and with the approval of the senior academic body (for details, see CAUT Handbook, p.11, article 3.1.9). Moreover, clear notice of changed standards must be given in such a way that those who will be expected to meet them have the opportunity of doing so. "...if standards are to be raised, fairness and reasonableness require that proper notice be given to parties who are likely to be adversely affected by the change. Parties must not be caught by surprise and thereby harmed; notice must be adequate so that an effected party may have time to respond in order to meet new standards. This principle is a fundamental one, not limited to labour relations."[20]

G. The duty to be fair: reasons for the decision

1.

Q. Should a peer committee give reasons in writing?
A. Yes. Without written reasons, it is impossible to know whether fair procedures have been followed. "This is ...a form of insurance that decision-makers actually do reason and adhere to the mandate imposed on them."[21]

2.

Q. What amount of detail is necessary?
A. A peer committee's reasons for a negative decision must not be simply a restatement in the negative of the grounds on which positive decisions are made. The reasons should be specific, e.g. not a sufficient number of research papers, negative teaching evaluation in a named course over a number of years, etc. As a minimum, reasons for a negative decision should be detailed enough that the applicant can decide in an informed way on the likely success of an appeal, or use the criticism to improve his/her performance and hence the chance of success of a subsequent application. Furthermore the decision and the evidence for it should be related to the criteria.

Reasons for a positive decision should be specific enough to withstand subsequent challenges and to serve as guidance for future applicants.

3.

Q. Are comparisons with the performance of suceessful (current or former) candidates reasonable grounds for a negative decision?
A. Tenure and promotion should be based on specific and known criteria. In these circumstances comparison with successful candidates is relevant when it is used to illustrate the attainment of these criteria. However, the candidate should be able to make comparisons on grounds of equity either before the committee or, more feasibly, at a subsequent appeal level. This means that university appeals committees or arbitrations should have access to all the relevant files.

4.

Q. What happens if a peer committee cannot reach a unanimous decision?
A. The view of the majority should prevail. One person among the majority should write the majority opinion in consultation with the other members of the majority. Those who dissent can add dissents in writing if they wish.

5.

Q. Should peer committees vote by secret ballot?
A. Generally no. Since the purpose of peer evaluations is to ensure free and frank discussions of the academic merits, secret voting tends to negate this process. It also makes it difficult to give reasons. However, an arbitrator has held that where a committee is chaired by a departmental chairperson with a particularly dominant personality, voting should be by secret ballot.

6.

Q. Can members of peer committees be sued for giving reasons?
A. Members of peer committees are protected by the doctrine of qualified privilege which states that peers cannot be found responsible for libel as a consequence of statements made carrying out normal university duties, such as evaluation, unless they are knowingly malicious or act with a reckless disregard for the truth.[22]

H. Review committees

1.

Q. What are review committees?
A. At some universities the decisions of departmentally- based peer committees are reviewed by faculty-wide and/or university-wide committees. These committees are part of the original decision-making process and are not normally formal appeal bodies. Such review committees are often composed of both academic administrators (or their appointees) and regular faculty members.

In this context the academic staff members are acting as peers in the broad sense of faculty at the same institution concerned with some uniformity of standards in procedure and substance. Review committees should be elected by department/faculty councils, and those elected should form the majority of voting members of the committee.

2.

Q. What is the difference between a review committee and an appeal committee?
A. A review committee is part of the hierarchy of decision- making. Normally the purpose is to add a further dimension. Faculty review committees can, for instance, judge a departmental recommendation on whether or not it meets general faculty standards and whether due process procedures have been followed. But such committees are advisory to the person or group that makes the final decision. Appeal committees hear the appeals of grievors against that final decision. These two functions should be kept separate. Where this is not done, the committees in question should be treated as appeals committees and should accept both substantive and procedural representations from the parties. (see next section, pp.17-20)

3.

Q. What procedural standards apply to such committees?
A. The above guidelines concerning fairness, natural justice, criteria and the provision of reasons for decisions apply to the procedures of such review committees.

A review committee's recommendation should not be substituted for the initial peer committee's recommendation but should be added to it. The recommendation should be confined to commenting on the correctness of the procedures and the standards used by the

departmental committee (see discussion above on criteria and standards). The review committee should, however, allow the right to secure additional external appraisals, if necessary, subject to the safeguards noted above in regard to referees. This evidence and the recommendations should be supplied in full to the candidate and to the departmental peer committee. The candidate should have the right of reply and should have the right to legal counsel if substantive issues are raised.

4.

Q. Who makes the final decision following a peer assessment?
A. It varies from university to university and indeed within a particular university depending on the nature of the decision. It may be a dean, a vice-president (academic), a committee, a president or a governing board. Various appeals with or without binding powers may intervene.

However, the person or group making the final decision should not arbitrarily assign more weight to the review committees than to the departmental committees when the committees conflict in their advice. Such persons or groups should read and review all the decisions and the evidence from the beginning and not simply rely on the last in the hierarchy.[23] They should also bear in mind that they must follow fair procedures in rendering a judgment including making available to the candidate all the information involved in the decision.

5.

Q. Should the governing boards hear and consider recommendations from others besides the peer committee or committees?
A. In cases where governing boards are required to make final decisions, they are free to hear evidence from anyone before making a decision unless, of course, the collective agreement or by-laws state otherwise. They too are bound by the rules of fair procedure. The Supreme Court of Canada has held that a candidate should be able to challenge any and all evidence presented to a board and so should be present, with or without a representative, at the board meeting to hear and to respond to such evidence. The same should apply mutatis mutandis to others making final decisions.[24] Since the board of governors is the legal employer of academic staff, CAUT does not regard hearings before the board as a substitute for an impartial and independent appeal.

1. Appeal Bodies

1.

Q. Why should appeals be allowed?
A. Peer committees and review committees sometimes do make mistakes or poor decisions even when acting in good faith, and there must, therefore, be recourse to appeal. Good faith does not negate errors or bad judgment.

2.

Q. Why not simply return a case to the original committee if a mistake is involved?
A. CAUT has found that peer committees seldom admit their mistakes or poor judgments. They simply come to the same conclusion in a more elegant fashion the second time around.

3.

Q. What are the grounds on which appeals can be filed?
A. Appeals should be permitted on both substantive issues or procedural issues, or both.

4.

Q. Who should hear appeals?
A. The appeal process may take one of two forms. The quickest, cleanest and preferable route is an appeal to an arbitration board which is external to the university. The arbitration board must have the power to dispose of the application, and its disposition must be final and binding on all parties. An alternative policy is to have a university-wide appeal committee.

5.

Q. Who should sit on a university-wide appeal committee?
A. The committee should be composed of elected academic staff members. Normally a membership elected by each faculty or group of faculties is mandated to protect the interests of smaller faculties. Members of the appeal committee should not have participated in any capacity in lower level considerations of a case that comes before them. If that occurs, such members of the appeal committee should step down because of the conflict of interest. University-wide appeals committees should be standing committees and not ad hoc arrangements for particular cases in order to avoid the suggestion that the judges were chosen with a particular verdict in mind. Appellants should be able to challenge committee members on the grounds of conflict of interest or other bias.

6.

Q. Surely logic suggests that an appeal committee should be composed of immediate peers.
A. No. An appeals committee can be compared to a court where evidence, including expert evidence, is placed before an impartial judge. Furthermore negative decisions at the initial level of peer review can polarize and certainly raise the emotional temperatures in a depart-

Written Reasons and the Risk of Libel Actions*

The following report was commissioned by the Academic Freedom and Tenure Committee to provide guidance to those faculty associations faced with the argument that the offering of reasons will leave the university open to defamation suits. It was prepared by Professor Bruce Dunlop of the Faculty of Law of the University of Toronto with the assistance of Professor J.-L. Baudoin of the Université de Montréal.

The Importance of Reasons

It is an important point of CAUT policy on academic appointments and tenure that the individual be entitled to know the reasons for an adverse decision. Thus the 1970 guideline on refusal of tenure provides that "If the committee proposes to recommend that tenure be denied it should, before making a formal recommendation, so notify the candidate in writing and give him a written statement of the reasons for the proposed recommendations."[1] And written reasons are justified as well in cases where promotion has been denied, a contract has been terminated or not renewed, perhaps even where a salary increase has been refused.

The point of putting reasons in writing is that it helps to ensure clear understanding and minimizes the possibility of subsequent dispute over what the reasons were. The point of giving reasons at all is partly covered by the guideline already quoted which goes on to say that "The candidate should have the right to meet with the committee and discuss the reasons, before a recommendation is arrived at."[2] He may have something to say that is both relevant and material to the issue and his contribution to the final decision can only adequately be ensured if he has a chance to address himself to the matters which appear to tell against him in the preliminary thinking of the committee. As to other decisions, too, the opportunity to attempt to influence the outcome should be available and, just as in the case of the tenure decision, to be fully effective it must involve the chance to meet unfavourable views put to or held by the decision maker as well as the chance to advance positive evidence and favourable arguments.

A second justification for the giving of reasons is to permit self-evaluation and self-improvement. Even where no opportunity or desire to appeal, either formally or informally, exists it is thus still in the best interest of the individual, and of those who wish him a better colleague or teacher, to tell him, at least when he wants to know, why an adverse decision has been made.

Finally, reasons for decisions sometimes have nothing to do with the qualities, or lack of them, in the individual about whom the decision is being made but, for example, may be dictated by budgetary considerations. Hence the conveying of reasons can help avoid misunderstanding and unnecessary ill-feeling.

Whether the reasons are related to the individual or not, however, there is something chilling in the notion of a system where fundamental interests can be affected without the individual necessarily knowing the explanation.

The Risk of Legal Action

In its efforts to have its views on the importance of giving written reasons widely adopted, the CAUT has met the argument, among others, that the process involves the risk of the person giving the reasons being subjected to a legal action for defamation. It would not, of course, be the conveying of the reasons to the individual about whom the decision has been made that would constitute the defamation, it would be the conveying of those reasons to others. However, giving them to the individual arms him with knowledge of what has been, or will be, said about him to others and hence increases the threat of a defamation action.

Because the CAUT believes that a lack of understanding of the law of defamation contributes to an undue fear of legal proceedings, it would seem in order to try to clarify the problem.

The law of defamation is quite complex and difficult. It should thus be said at once that an attempt to reduce it to a brief and manageable form will involve over-simplification. If that warning is borne in mind, the following exposition of the position in the common law provinces as well as under the Quebec Civil Code may nevertheless be of some use.

What Defamation Is

A communication is defamatory if it tends to affect adversely a person's reputation, to reduce the esteem, respect, goodwill or confidence he enjoys or arouse adverse, derogatory or unpleasant feelings or opinions against him. Defamation is most commonly, but not necessarily, verbal. Any method of communication can defame. Furthermore, a communication may be defamatory on its face, or it can be defamatory because of some knowledge possessed by the recipient which allows an inference to be drawn. For example, to say of a teacher that he taught nothing last term is not defamatory unless the audience happens to realize that he spent six hours a week in the classroom.

Publication: As the interest protected by a defamation action is the interest in reputation, the communication must be published, i.e., made to someone other than the person defamed. Everyone involved in the process is responsible for the result. Merely going on what someone else has said constitutes publication and even to disclaim belief in what is being said does not affect this responsibility. It is not essential that one be believed in order to be guilty of defamation. Furthermore, if one publishes defamatory matter with reason to believe that it will be repeated, he is liable for the repetition.

Libel and slander: Defamation is either libel or slander. The distinction between the two is historical and anomalous. In the seventeenth century it was based on whether the communication was by written or spoken words. Libel subsequently came to embrace a number of other forms of communication that appealed to the sense of sight: drawings, statues, pictures, motion pictures, demonstrations and other forms of conduct carrying a defamatory implication. Slander tended to be confined to oral utterances. This distinction is not perfect, however. For example, reading a libel aloud constitutes libel, perhaps because the defamatory matter is in durable form. The distinction has no significance in Alberta, Manitoba, New Brunswick, Nova Scotia, Newfoundland and Prince Edward Island, but in the other common law provinces all forms of libel are actionable without proof of actual damage whereas most forms of slander require such proof. The distinction may not be as important for our purposes as it would be in general, because one of the forms of slander actionable without proof of damage is that which might injure the person in his business, trade, profession or office.

Defences

The defences with which we would be particularly concerned would be:

1. Justification: If a defamatory statement is true this will always afford a defence to an action, but the burden of proof is on the defendant and if he fails to prove it he may be guilty of aggravating the damages, depending on whether the jury believes the defence an honest one.

2. Qualified privilege: To the good of society generally, the interest in one's reputation must sometimes take second place. The importance of freedom of communication may override the importance of protecting the individual from defamation. When such a circumstance prevails, it is said that a privilege exists. There are absolute privileges — those attaching to utterances in Parliament or in judicial proceedings, and reports thereof — where the value attached to freedom of speech is held to be sufficient to render the motive, intent or purpose of the speaker irrelevant. But more commonly, privileges are qualified. Where there is a legal, social or moral duty or interest in making a communication and a corresponding interest or duty in receiving it the occasion will be considered one of qualified privilege. That is, immunity will be granted provided the communication does not go beyond what was reasonably necessary for the purpose and provided there was no "malice", meaning not only spite but ulterior motive or lack of belief in the statement.

Occasions of qualified privilege include:

(a) The performance of a public or private duty, such as assessing someone's qualifications for appointment, promotion or tenure as a member of a committee or holder of office charged with the task, or assessing a student's work and capability;

(b) the protection of an interest in a manner akin to self-defence, as where one who has been denied promotion or tenure seeks to vindicate himself;

(c) responding to an invitation on the part of the person defamed, for example by giving an asked-for assessment of a teacher applying for a job or a student applying to graduate school;

(d) responding to a request from a potential employer for an opinion of a prospective employee;

(e) communicating on a matter of common interest, as where a case of suspected cheating on an examination, plagiarism in a learned paper or theft of a book from the library is reported to the appropriate official or body.

3. Fair comment: Society, or segments of it, may have an interest in receiving fair comment on some matters that overrides the individual interest in reputation. It must be clear that the publication is comment rather than fact, and as comment it must be based upon true facts. It is this particular defence which is the foundation of artistic and literary criticism and the support for discussion of public affairs and those who engage in them. Comment is fair provided that a fair-minded person could have formed or expressed the view or opinion. It need not necessarily evoke widespread agreement, nor be in moderate terms. The comment must not be motivated by malice.

Situation Under the Quebec Civil Code

Responsibility for oral or written defamation is based under civil law on Section 1053 C.c., which establishes the general principle of responsibility based on fault. *In substance*, the solutions given to the problem under the Civil Code are practically identical to those offered under common law, even if there are substantial differences in procedures and methods.

Defamation arises under the Civil Code where a communication in any form (written, spoken, etc.) wrongly causes damage to the reputation or honour of a person. In such a case, responsibility is shared, in principle, by the author of the defamatory statement and the publisher.

Under Quebec jurisprudence, the mere fact of having acted in good faith is not an excuse or a defence, but may at most mitigate the damage. However, the defender in a defamation case may validly plead the truth of the spoken or written statements alleged to be defamatory. There is a defence based on privilege and a doctrine similar to the common law's fair comment.

Finally, it should be mentioned that the courts do not hesitate to grant moral damages to the victim, even where the defamatory statements have not been publicized.

Conclusions

It would appear that the qualified privilege which protects a university office-holder, committee member or teacher when he must, as part of his job, form and convey opinions about colleagues or students is ample protection. There are limits to be observed, but apart from the law of defamation one would assume the requirement that opinions be honestly held and discreetly disseminated would be considered the norm within the university community when the question of tenure, promotion, contract renewal, professional qualification or personal conduct are being considered.

There can be no guarantee against the commencement of a defamation action. It is thus conceivable that even one who has observed the niceties of the law may be put to substantial inconvenience in order successfully to defend himself. If the alleged defamation occurred in the course of performing his duty to the university, the expense should be borne by the university.

It is also conceivable that individuals will exceed the limits of the privilege and will be successfully sued. Again, if the defamation occurred in the course of performance of a duty to the university, the damage award as well as the cost of litigation should be borne by the university.

The possibility of legal action must simply be part of the price to be paid for fair procedures within the university.

Footnotes

[1] CAUT Policy Statement on Academic Appointments and Tenure, Section 3.1.10, published in the *CAUT Handbook*, 3rd Edition, 1986, pp.9-16.
[2] *Ibid*

**From the 1973 CAUT Handbook, with a few minor editorial changes.*

ment, and, in smaller institutions, the university as a whole. In these circumstances a fair hearing can only be guaranteed outside the immediate peer group.

7.

Q. What procedures are required in an appeal?

A. The appeals committee or arbitration panel should follow the same procedures as laid down earlier in this guideline for departmental committees. However, certain procedural matters take on additional importance at this level.

(a) Expertise. It is unlikely that the appeal committee will have expertise in the discipline of the appellant. It is therefore, crucial that expert testimony be available. It is the duty of the faculty association to ensure that the appellant understands this and that such testimony is given if it is available.

(b) Comparability. Comparability of standards is essential to any just appeal mechanism. An arbitration board laid down the following standards in regard to comparability for a university-wide appeals committee.

> "...assessment committees cannot escape the issue of comparability; it is essential to requirements of fairness and consistency...In summarizing the question of comparability, we make the following observations:
> 1. Fairness and consistency require that like cases be treated alike. Accordingly, comparisons must be made among similar cases, that is, among candidates from analagous disciplines with similar duties.
> 2. The group need not be large; there may be no more than several cases in any group, although some cases may overlap between two groups.
> 3. Continuity over time is an important element of consistency and fairness. Thus, the criterion of fairness would not be satisfied, for example, merely by treating three similar cases in one year alike and reaching adverse decisions in all three, if to do so would be a sharp break with the standards of the immediately preceding year. Accordingly, it is especially important to make comparisons with the most recent cases, when the candidate under consideration appears likely to receive an unfavourable recommendation.
> 4. In reporting on its recommendations a committee should note that it has made the appropriate comparisons...
> We do not believe that this requirement creates an excessive burden on assessment committees. On the contrary: it will make it easier for committees to direct their minds to the central issues and it will help them arrive at consistent recommendations."[25]

(c) Legal counsel. At this level the appellant should have the right to be represented by legal counsel.

In general the procedures of a university-wide appeals committee should approximate those of a legal arbitration.

8.

Q. What happens if an appeal committee itself needs legal counsel?

A. If legal questions arise, the committee itself should be empowered to engage legal counsel. This counsel should not be the lawyer who advises the university administration or the board of governors.[26] The university should pay the costs involved. Another possibility is to arbitrate disputed legal questions. However, university appeal committees do not normally need their own lawyer present throughout the hearing. The academic staff members chosen to serve are the appeal committee, and they are responsible for making the judgments. They must write their own reasons for their judgment. They cannot devolve this responsibility on a lawyer.

Footnotes

All footnote references are to arbitrations except where court references are cited.

1. Antoinette Thomas v. Mount St. Vincent University, Supreme Court of Nova Scotia, 1986, 24-25.
2. St. Mary's University Faculty Union v. St. Mary's University (MacFarlane grievance), 1979; Queen's University v. Dr. Arthur E. Zimmerman, 1981.
3. MacFarlane (St. Mary's), CAUT Arbitration Service, 787.
4. But note that an arbitrator held that a chairperson with a dominant personality should not require an open vote. (Prof. G. Snewing v. Queen's University, 1983.) For dual track recommendations, see report of CAUT investigating committee, 1970, which resulted in the censure of the University of Victoria, CAUT *Bulletin*, V.9, No.4, 1971.
5. E.W. Schrecker, *No Ivory Tower: McCarthyism and the Universities*, Oxford University Press, 1986.
6. MacFarlane (St. Mary's), CAUT Arbitration Service, 788.
7. Aleksandra Vinogradov v. The Governors of the University of Calgary et al, Court of Queen's Bench, Alberta, 1986.
8. Zimmerman (Queen's), 64-5.
9. Zimmerman (Queen's), 64. For a discussion of disruption, see McGill University v. Stanley Gray, 1969.
10. Association of University of New Brunswick Teachers v. University of New Brunswick, (Thompson grievance), 1985, 25.
11. Carleton University Academic Staff Association v. Carleton University (Marwah grievance), 1980.
12. Thompson (UNB).
13. University of Windsor Faculty Association v. University of Windsor (Rozsnyai grievance). But note that at Simon Fraser University, when the administration refused to produce the documentation, an arbitrator (Johnston) awarded the decision to the professor (Simon Fraser University v. Professor Prudence Wheeldon, 1971). An arbitrator at the University of New Brunswick made an award in favour of the University when the professor in question refused to appear. (University of New Brunswick v. Norman Strax, 1969).
14. Laurentian University Faculty Association v. Laurentian University (Mahant grievance), 1985.
15. Case of Leo Johnson, CAUT *Bulletin*, June 1986.
16. Ivy Bennett v. Wilfrid Laurier University et al, September 1983; CAUT *Rights Reporter*, v. 3, vol. 5, p. 3, December 1983.
17. Sean Kelly et al v. Loyola College, 1970.
18. Case of Theda Skocpol, *Chronicle of Higher Education*, 1 October 1986. A grievance committee held that the Department of Sociology had been biased in its tenure judgment. The president then overturned the department and awarded tenure. Professor Skocpol has returned to Harvard.
19. See, for instance, the report of the CAUT committee of inquiry, September 1978, which led to the censure of Memorial University, CAUT *Bulletin*, September 1979. Also see "The Good Old Days", CAUT *Bulletin*, October 1983. The most detailed scholarly study of the failure of the academic community to defend political liberty and dissent can be found in Ellen W. Schrecker, *No Ivory Tower: McCarthyism and the Universities*, Oxford Press, 1986.
20. Association of Professors of the University of Ottawa v. University of Ottawa (Chouinard), 1985, 16-17.
21. Laurentian University Faculty Association v. Laurentian University (Bastin-Miller), 1983, 15.
22. Slavutych vs. Board of Governors, University of Alberta et al, 75 CLLC, 14,263.
23. Association of New Brunswick Teachers v. University of New Brunswick (Waddell), 1983, 30, 31.
24. Kane v. Governors of the University of British Columbia, Supreme Court of Canada, March 3, 1980. Ruiperez and the Board of Governors of Lakehead University, 1984, 147 DLR (3d) 154 (C.A.).
25. Thompson (UNB), 25.
26. Case of Leo Johnson, CAUT *Bulletin*, June 1986.

Approved by the Board, November 1986.

NOTES

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QU'EST-CE QUI EST JUSTE?

Un guide pour les comités d'évaluation par les pairs: permanence, renouvellement, promotion

Avant-propos

Depuis longtemps, l'ACPU préconise la collégialité dans l'administration des universités. En particulier, on a fortement recommandé d'accorder la primauté aux procédures d'évaluation par les pairs dans les décisions qui touchent la carrière d'un universitaire. Ces arguments prévalent dans la plupart, sinon dans toutes les universités. Dans une large mesure, les établissements d'enseignement fondent entièrement ou en bonne partie leurs décisions sur les recommandations des comités d'évaluation par les pairs.

L'évaluation par les pairs a pour but de combiner l'expérience dans la discipline et l'équité dans le jugement afin que les décisions soient prises uniquement pour des motifs universitaires. Selon l'ACPU, des évaluations correctement effectuées augmenteront les chances que les personnes qualifiées pour évaluer le rendement des universitaires prennent des décisions en fonction de critères appropriés.

Cependant des problèmes peuvent se poser et se posent effectivement. Parfois, certains avancent que le personnel universitaire a plus à craindre des décisions arbitraires et irraisonnées de leurs collègues que celles des administrateurs autoritaires. Bien souvent, les universitaires connaissent mal leur propre convention collective, sans compter les principes de justice naturelle, et peuvent, par conséquent, être injustes pour tout le monde sans le vouloir.

Les directives suivantes visent à aider les universitaires à accomplir leurs tâches au sein des comités d'évaluation en toute justice. Nous pensons principalement aux comités de la permanence, des renouvellements et des promotions. Le document ne porte pas sur les méthodes employées pour décider du statut des universitaires mais s'attache au comportement des membres des comités d'évaluation par les pairs. Veuillez consulter l'Enoncé de principes sur la nomination des professeurs et la permanence de l'emploi et les clauses modèles sur les procédures de règlement de griefs et sur l'arbitrage de griefs (Guide de l'ACPU, 1986, pp. 10-17, 51-55) pour connaître la position de l'ACPU sur ces méthodes. Il est du devoir des associations et des syndicats de professeurs d'essayer de négocier des procédures justes. S'ils manquent à ce devoir, ils peuvent voir les tribunaux renverser ces procédures[1].

La norme établie pour ce document est celle que l'on retrouve dans les politiques et pratiques du Comité de la permanence de l'emploi et de la liberté universitaire de l'ACPU. Le présent document ne se veut pas un traité sur la doctrine, en développement, de l'équité juridique bien que des jugements de tribunaux et de conseils d'arbitrage soient cités pour illustrer des points particuliers. Il ne faut pas non plus s'appuyer sur ce document pour rendre une décision dans un cas particulier. Les droits et les obligations juridiques peuvent varier à cause de contrats particuliers et de situations précises. Il vaut mieux s'adresser à l'association de professeurs locale, ensuite à l'ACPU, pour obtenir des conseils juridiques sur des cas particuliers.

En outre, le document sous-entend que le degré de formalité diffère entre les comités d'évaluation par les pairs des départements et les comités d'appel de l'université, bien que chacun exige de leurs membres d'être justes et de prendre des décisions pour des motifs universitaires.

A. Comités de sélection

1.

Q. Qui doit choisir les membres des comités d'évaluation par les pairs des départements?

R. Les membres du comité doivent être élus par et au sein de l'ensemble des collègues, ce qui comprend au moins, tous les membres à plein temps de l'unité d'enseignement. Le rôle des universitaires à temps partiel est discuté plus loin. Le cas échéant, et lorsque cela est possible, il peut être nécessaire d'assurer une représentation par catégorie, soit par rang ou par sexe. (Voir à cet effet, l'Enoncé de principes de l'ACPU sur l'action positive à exercer pour améliorer la condition de la femme dans les universités canadiennes, *Guide* de l'ACPU, 4e éd., 1986, pp. 30-34.) Dans les établissements plus petits, le département peut constituer le comité. Certaines facultés n'ont pas de départements. Dans ce cas, les comités de professeurs prennent la décision première. Leurs membres sont élus et jouent le même rôle que les comités de département.

2.

Q. Les comités d'évaluation de département doivent-ils être restreints au département?

R. Pas nécessairement. Quelques conventions collectives et statuts exigent ou permettent l'élection de collègues d'autres départements qui possèdent les spécialistes nécessaires. Votre convention collective ou les statuts de l'université vous expliqueront la marche à suivre. Dans la négative, il faut veiller à ce que les comités d'évaluation par les pairs soient constitués de façon à être dotés de l'expérience nécessaire pour apporter un jugement éclairé. Cette mesure est particulièrement importante si le (la) candidat(e) ne partage pas la même spécialité que les autres membres du département.

3.

Q. Est-ce que les professeurs non titularisés doivent siéger aux comités de la permanence? Pour l'étude d'une promotion à un rang précis, un professeur d'un rang inférieur doit-il siéger à un comité de la promotion?

R. Oui. Le professeur en question exerce les mêmes fonctions que le candidat. Ils sont donc de véritables collègues. L'ACPU a pour politique d'encourager les universitaires permanents et non permanents à siéger aux comités de la permanence et de la promotion. (Voir le *Guide* de l'ACPU, 1986, p.II.) Les professeurs non permanents apportent souvent une nouvelle perspective. Ils ne doivent pas en être exclus, cependant, car on priverait ainsi les discussions de perspectives nouvelles. S'ils sont exclus, le système de la permanence peut se transformer en une sorte de confrérie où l'on prévilégie le statu quo plutôt qu'un système qui juge selon le mérite et qui est ouvert à de nouvelles idées, de nouvelles interprétations et de nouvelles disciplines.

4.

Q. Qu'en est-il des professeurs à temps partiel? Devraient-ils siéger à ces comités?

R. Cette question pose des problèmes de définition et d'intérêt. Les professeurs à temps partiel devraient néanmoins être admissibles à ces comités. L'ACPU reconnaît qu'en certaines circonstances, leur droit de siéger et d'élire peut être circonscrit par des règles qui garantissent la prédominance des professeurs à plein temps sans exclure la participation des universitaires à temps partiel. Dans ces conditions, les professeurs à temps partiel peuvent élire des représentants entre eux.

B. Conflit d'intérêt

1.

Q. Est-ce que des conflits d'intérêt sont possibles?

R. Oui. Des conflits d'intérêt surviennent, par exemple, lorsqu'un(e) candidat(e) est un proche parent ou un(e) ami(e) personnel(le) d'un des membres, lorsqu'il y a un sérieux conflit avec le (la) candidat(e)[2] ou lorsqu'il y a des liens d'affaires ou financiers.

2.

Q. Je peux faire abstraction de mes préjugés personnels envers le (la) candidat(e), qu'ils soient favorables ou non, et évaluer objectivement son rendement. En tant que proche collègue, ne devrais-je pas siéger au comité?

R. Non. Non seulement justice doit être faite, mais il faut montrer qu'elle est faite. Peu importe la manière que le comité choisira, les moins charitables vous soupçonneront. Vous ne devriez pas être placé dans une telle position.

Un juge britannique, qui a été cité par un tribunal canadien dans un cas de demande de permanence, a déclaré:

> "J'ajouterais quelques mots sur la question des préjugés (...) Si une personne raisonnable qui n'a aucune connaissance de l'affaire au-delà de la connaissance de la relation entre certains membres du tribunal et l'une des parties pense qu'il pourrait y avoir parti pris, il y a donc dans son esprit une possibilité véritable de préjugé. Evidemment, une autre personne qui connaît bien le caractère des membres en question pourrait dire: Bien que les choses semblent négatives, il n'y a pas vraiment, en fait de préjugé[3]. *Cependant, nous passons à côté de la question, parce que la question n'est pas de déterminer si le tribunal a un parti pris, mais de savoir si une personne raisonnable, qui n'a aucune connaissance de l'affaire, pourrait penser qu'il pourrait y avoir parti pris*[3].

3.

Q. Cependant, en tant que membre du département, je connais le (la) candidat(e). Devrais-je démissionner?

R. Non. Les professeurs qui font partie des comités d'évaluation par les pairs, soit à l'échelle du département, soit de la faculté, se connaissent entre eux et prennent des décisions qui touchent leurs collègues. L'équité qui est exigée ne signifie pas que les collègues ne doivent rien savoir sur un(e) candidat(e). Cette exigence vise plutôt à s'assurer que les personnes qui prendront les décisions évaluent les preuves avec un esprit ouvert et que leur idée n'est pas déjà toute faite. C'est pourquoi les personnes en conflit avec le (la) candidat(e) ou qui ne peuvent aborder le dossier avec un esprit ouvert, entre autres celles qui déclarent à l'avance que leur idée est déjà toute faite, devraient se retirer du processus d'évaluation. "Parce que la subjectivité fait partie du processus, l'équité n'est pas exclue[3]". Le but de l'évaluation par les pairs est de combiner la spécialisation dans la discipline visée et l'équité dans le jugement.

4.

Q. Est-ce qu'un universitaire déjà nommé à un poste de cadre supérieur peut être élu à un comité de pairs?

R. Non. Un conflit d'intérêt est fort probable. Les personnes qui entrent dans cette catégorie devraient se retirer du comité, en particulier si elles participent à l'évaluation et aux décisions officielles à une étape ultérieure.

Toutefois, les directeurs de département peuvent faire partie de ces comités sauf si des règlements ou une convention collective les en excluent expressément. Ils ne doivent pas, néanmoins, se placer dans une position ambiguë. Ainsi, ils doivent se retirer des comités du département s'ils doivent examiner formellement la décision du comité. Les directeurs ne doivent pas non plus exploiter des procédures vagues et imprécises pour donner publiquement une opinion au département ou au (à la) candidat(e) et une opinion différente à son supérieur. Personne ne devrait le faire de toute façon[4].

5.

Q. Que dois-je faire s'il y a un tel conflit d'intérêt?

R. Vous devriez démissionner du comité.

6.

Q. En tant que candidat(e), que dois-je faire si je peux raisonnablement prouver qu'un membre du comité est en situation de conflit d'intérêt et qu'il doit démissionner?

R. Vous devriez officiellement contester la participation de cette personne au comité, preuves à l'appui, aussitôt que vous savez qu'elle est membre du comité. Si vous le faites lors d'une réunion du comité, il vaut mieux soulever la question au premier point de l'ordre du jour. Des allégations de ce genre formulées après une décision donnent un arrière-goût. Si la personne contestée demeure membre du comité malgré des preuves de conflit d'intérêt, vous disposez alors de motifs pour aller en appel au niveau interne ou pour intenter des poursuites.

7.

Q. En tant que tierce partie intéressée ou membre d'un comité de pairs, ai-je le droit de faire des représentations privées auprès du recteur de l'université ou de la personne ou du comité responsable de la décision finale?

R. Non. Qu'il s'agisse d'un universitaire ou d'un membre d'un comité d'évaluation par les pairs, les représentations doivent être faites devant les comités d'évaluation ou les comités d'appel, le cas échéant, qui en discuteront à ce moment-là. Des tendances de ce genre ne devraient pas être permises. Cependant, si vous êtes membre d'un comité d'évaluation par les pairs et que vous n'êtes pas d'accord avec la décision de la majorité, vous pouvez, si vous le désirez, joindre au rapport un commentaire de dissidence. De plus, certaines conventions permettent aux parties ayant un différend seulement d'en appeler au recteur par les voies officielles.

8.

Q. Est-ce que les parties intéressées ont le droit de former un comité spécial d'évaluation par les pairs lorsque les procédures normales semblent causer un parti pris chez les membres du comité?

R. Oui, mais seulement si l'association de professeurs et l'administration de l'université y consentent. Aux termes des conventions collectives, l'association, juridiquement, doit accorder sa permission. Les parties à une convention collective peuvent évidemment s'entendre pour modifier la convention n'importe quand. En fait, le Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPU suggère le plus souvent de recourir à un arbitrage externe. Cette solution est particulièrement utile pour les cas découlant d'une nécessité financière puisque tous les membres de l'université en question sont parties à l'affaire d'une certaine manière.

C. Le devoir d'être juste: l'application régulière des règlements et la justice naturelle

1.

Q. Qu'est-ce que la justice naturelle et l'application régulière des règlements signifient dans le contexte universitaire?

R. Les critères suivants sont fondamentaux pour le principe de justice naturelle dans le secteur universitaire:

(a) Préavis

Le (la) requérant(e) ou le (la) candidat(e) et l'association de professeurs doivent être avertis, dans des délais raisonnables, de la tenue d'une audience. Le préavis doit donner les détails de l'affaire et le mode de fonctionnement du comité ou du tribunal.

(b) Le droit des candidats de voir ou d'entendre toutes les preuves présentées pour leur cause

Ainsi, toutes les preuves écrites et la documenta-tion soumises au comité d'évaluation devraient être mises à la disposition du (de la) candidat(e) sans avoir été abrégées. Des résumés ne suffisent pas puisqu'ils sont susceptibles de soulever des arguments sur leur équité. S'il s'agit de preuves orales, le (la) candidat(e) doit être présent(e) pour les entendre ou se faire remettre une bande enregistrée. Cela ne veut pas dire, cependant, que le (la) candidat(e) a le droit d'être présent(e) au moment où le comité délibère ou d'avoir un enregistrement de ses délibérations. En outre, le (la) candidat(e) a le droit de répondre aux preuves écrites ou à la documentation présentées à d'autres paliers d'évaluation à l'université. En ce qui concerne le comité d'appel ou d'arbitrage de l'université, le (la) candidat(e) ou son représentant ou conseiller doivent écouter tous les témoignages.

(c) Le droit des candidats de confronter ou de contester les preuves négatives ou les témoins opposés

A l'échelle du département, cela signifie que le (la) candidat(e) doit avoir le droit de présenter par écrit ou de vive voix un plaidoyer sur la substance et les procécures en cause contre toute preuve négative avant que le comité ne délibère. En plus de cette audience, le comité, s'il a l'intention de rendre une décision négative, doit offrir au (à la) candidat(e) l'occasion de le (la) rencontrer pour discuter de la recommandation et des motifs qui l'appuient avant de rendre une décision définitive et de la transmettre à l'échelon suivant. En ce qui a trait au processus d'appel de l'université, le (la) candidat(e) ou son représentant ou conseiller doit avoir le droit de contre-interroger les témoins adverses.

(d) L'invalidité de preuves anonymes

L'expérience douloureuse des lettres de références confidentielles qui ont servi à dénoncer les opinions politiques de collègues à l'époque de McCarthy souligne l'importance de cette disposition[5]. Des opinions individuelles anonymes ne peuvent être jugées avec équité par des comités de pairs. Cela n'empêche pas le recours à des statistiques globales, entre autres les évaluations d'étudiants, bien que les commentaires anonymes qui y sont joints soient exclus. Certaines universités divisent les évaluations d'étudiants en deux sections: une section de statistiques à l'intention des comités de pairs et une section de commentaires à l'intention seulement des universitaires. L'ACPU recommande cette pratique.

Toutes les lettres de référence, y compris les signatures, doivent être fournies au (à la) candidat(e) sans être tronquées. A noter que certaines conventions de professeurs prévoient l'ouverture des dossiers. D'autres, toutefois, n'en permettent l'accès que si on recourt officiellement à l'arbitrage. Les auteurs des lettres de références doivent connaître à l'avance les règles du jeu.

Cependant, si les règlements de votre université ou votre convention collective garantissent la confidentialité des lettres de références, il importe néanmoins, pour être équitable, de renseigner le (la) can-

didat(e) sur les critiques que contiennent ces évaluations afin de lui permettre d'y répondre avec efficacité.

(e) Le droit du (de la) candidat(e) d'être secondé(e) par la personne de son choix

En ce qui concerne le comité du département, le (la) candidat(e) a le droit d'être secondé(e) par un(e) représentant(e) de l'association de professeurs ou par un(e) collègue de son choix. A cette étape, il serait mal venu que le (la) candidat(e) soit représenté(e) par un conseiller juridique. Toutefois, cette personne est libre de consulter soit l'association de professeurs, soit un conseiller juridique. Il importe toutefois que le choix de la personne qui représente le (la) candidat(e) ne porte pas à confusion. (Voir la section I sur les appels.)

(f) Le droit du (de la) candidat(e) de recevoir une explication détaillée des raisons de la décision du comité (voir section G, pp.16-17)

(g) Le droit à un tribunal juste (voir section B, pp.4-7)

Les membres des comités de pairs devraient insister pour que ces principes soient mis en application et, au besoin, devraient consigner par écrit leur objection s'ils sont transgressés. Ils doivent en outre s'assurer que les règlements et les procédures régissant le fonctionnement du comité sont observés. Toutefois, ils ne devraient pas se froisser si on ne tient pas compte de leurs représentations. Lorsqu'ils croient que des droits ont été violés, ils doivent continuer de siéger au comité en manifestant leur dissidence et soumettre aux deux parties un rapport sur le problème. Cependant, si l'on juge qu'une procédure ou une politique est injuste, il ne faut pas y recourir uniquement parce qu'elle a toujours été utilisée. Un tribunal de la Nouvelle-Ecosse, par exemple, a jugé que les procédures d'octroi de la permanence d'une université en particulier était injuste, donc impratiquables. On aurait pu éviter bien des peines et des frais si elles avaient été modifiées au préalable au moyen de négociations avec l'association des professeurs.

Du point de vue juridique, la justice naturelle est un terme employé pour désigner les conditions élémentaires de procédures équitables. Cette notion n'est pas figée car elle évolue. Les universitaires qui sont mêlés à des causes particulières doivent consulter l'ACPU ou leur association sur les interprétations des tribunaux.

D. Le devoir d'être juste: la démocratie et le processus judiciaire

1.

Q. Le comité de notre département a voté contre le (la) candidat(e). Il ne fait pas de doute que c'est démocratique mais est-ce là la seule question à se poser?

R. Non. Une majorité démocratique ne garantit pas une décision juste et équitable. Les majorités démocratiques peuvent être aussi arbitraires que n'importe quel administrateur. Pour cette raison, l'ACPU recommande des procédures équitables et quasi judiciaires plutôt que des comités officieux rapidement formés. Ces procédures visent à garantir des décisions fondées uniquement sur des critères universitaires et non sur des critères qui y sont étrangers. Les démocraties constitutionnelles acceptent que la règle de droit restreigne le pouvoir des majorités. Il en va de même des universités pluralistes.

2.

Q. La collégialité ne signifie-t-elle pas que nous devrions délibérer sans formalité et nous passer de règlements?

R. Non. La collégialité ne signifie pas que les comités doivent avoir une structure vague et officieuse. De ce point de vue, les jugements des pairs doivent porter sur des questions d'ordre universitaire, notamment la permanence, les renouvellements de contrat et la promotion. Il faut donc évaluer les faits sérieusement et dans les règles.

3.

Q. Mais les autres membres du département font également partie de l'ACPU. L'association nationale ne défendrait-elle pas leurs intérêts?

R. Si les droits du département sont violés, notamment, parce que l'administration refuse d'appliquer les procédures régulières, l'ACPU défendra alors le département. Toutefois, l'adhésion à l'ACPU n'autorise pas les partis pris ni les procédures déraisonnables. En adhérant à une convention collective ou à un régime spécial, les universitaires s'imposent l'obligation légale de participer avec équité aux décisions relatives au statut des universitaires. Cette façon de faire contraste avec de nombreux contrats industriels alors que les décisions sont prises par la direction seulement. Nous devons respecter ces obligations.

E. Le droit d'être juste: l'examen de la preuve

1.

Q. Que signifie le terme "juste" lorsque l'on examine la preuve?

R. (a) Il signifie que la décision doit être prise en fonction de motifs universitaires directement reliés à l'affaire. En outre, le département doit fonder sa décision sur les documents qu'il a en main et qui doivent être pertinents à l'affaire. La décision, quant à elle, doit relier les faits aux critères. Le processus ne doit pas être une vengeance personnelle. Dans un cas, entre autres, un arbitre a conclu: "De toute évidence, les décisions ont été prises sur la foi de renseignements erronés et incomplets, et de ouï-dire douteux. Le président du comité semble avoir tout orchestré pour des motifs hostiles (...) Il ne fait pas de doute que le comité de rapport et d'audience du département ne possédait pas ce degré d'équité dont on s'attend d'un tribunal de ce genre[6]". Dans une autre cause, les tribunaux ont renversé la décision d'un comité de nominations parce que le président avait intimidé le comité, avait menacé l'un de ses membres, demandait sans cesse la tenue d'un vote supplémentaire jusqu'à ce qu'il obtienne la décision voulue et insistait sur des conditions coûteuses et spéciales pour le candidat qu'il voulait exclure[7].

De plus, il ne faut pas prendre de décision en raison de la personnalité difficile du (de la) candidat(e) etc. L'université n'est pas un club social; elle est dévouée à l'excellence. L'expérience montre que les plus brillants universitaires peuvent parfois rendre la vie difficile à leurs collègues, être différents d'eux et peu susceptibles de remporter un concours de popularité. "L'université est une communauté d'érudits et on s'attend à ce qu'ils soutiennent des opinions fermes et respectent leurs convictions. Inévitablement, il en découle des tensions, des conflits de personnalité et des controverses[8]."

D'autre part, l'ACPU reconnaît qu'un département jugé ingouvernable par un tribunal qui suit des procédures quasi-judiciaires peut être mis sous tutelle. Un membre qui dérange physiquement le fonctionnement du département peut être la cause de cette situation. Un arbitre a soutenu que le dérangement physique causé par une personne est un motif de renvoi. Il a toutefois ajouté que même un dérangement physique peut être permis par acquis de conscience dans les cas d'intérêt majeur si l'université n'a pas prévu de procédure d'appel[9].

(b) L'équité signifie que le département doit respecter les mêmes procédures utilisées pour d'autres personnes au même niveau pendant les dernières années et doit prendre des décisions après avoir comparé des causes similaires jugées au cours des trois ou quatre dernières années. "Par souci d'équité et d'uniformité, il importe que des cas similaires soient traités de la même façon." Si un département ne respecte pas ses propres procédures, les variantes doivent être justes, acceptées par l'association de professeurs, approuvées constitutionnellement par l'administration et expliquées à l'avance au (à la) candidat(e) en question. Il n'est pas indiqué de créer de nouvelles procédures ou de nouvelles normes pour une cause particulière dans le but d'éliminer une personne que le département n'aime pas. Un arbitre, notamment, a soutenu qu'il ne revenait pas à un recteur d'insister sur l'obtention d'une décision à la majorité des deux tiers en ce qui concerne les promotions lorsque qu'aucune règle de ce genre n'a été négociée dans le cadre d'une convention collective[11]. Les comités doivent raisonner de la même façon.

(c) L'équité signifie que le département doit délibérément évaluer avec précision tous les renseignements pertinents sur l'affaire ou ceux qu'il possède. Il doit y consacrer une période raisonnable de discussion, en particulier dans les cas controversés ou lorsqu'une décision négative est probable. Un arbitre a soutenu qu'un comité d'évaluation, face à une cause très litigieuse, ne devait pas se contenter de se réunir et de voter. Il faut respecter les quorums. Si l'université ne prévoit pas de règles définies sur les quorums, il est nécessaire que cinquante pour cent plus un des membres de la partie visée soient présents. Les réunions sont fixées de façon à accommoder ceux qui doivent y assister. Le comité doit s'assurer qu'on lui a fourni tous les renseignements pertinents et, en particulier, qu'on a demandé en bonne et due forme au (à la) candidat(e), de préférence par écrit, de donner tous les renseignements qu'il ou elle désire soumettre à l'examen. L'université et le directeur du département sont en outre tenus de fournir au (à la) candidat(e) tous les renseignements pertinents qu'ils possèdent sur l'affaire, notamment les évaluations que le (la) candidat(e) pourrait ne pas avoir en main. Si le dossier est incomplet, le comité doit demander au (à la) candidat(e) et au directeur du département, ou aux instances supérieures, le cas échéant, de fournir les documents manquants et ne doit pas prendre une décision négative à cause de ce détail technique. Un arbitre a renversé la décision d'un vice-recteur (affaires universitaires) refusant un congé sabbatique parce qu'il prétendait, en partie, que la documentation était insuffisante. L'arbitre a soutenu que le vice-recteur aurait dû demander plus de documentation. Il faut appliquer le même raisonnement aux comités de département[12].

(d) L'équité signifie que si une consultation se révèle nécessaire au cours de l'évaluation par les pairs, elle doit être minutieuse, systématique et consignée. Elle ne doit pas s'effectuer à la faveur de rencontres fortuites dans le corridor ou de rumeurs de deuxième ordre.

(e) L'équité signifie que le comité de pairs du département doit sérieusement examiner la question sous toutes ses coutures. Il ne doit pas limiter ses discussions et son jugement aux preuves qui sous-tendent un parti pris. Il ne doit pas modifier les règles préalablement établies sur la preuve et les normes. Dans une cause en particulier, un arbitre a renversé la décision d'un comité qui avait imposé une règle forgée de toute pièce, stipulant qu'une publication ne pouvait être tenue en considération si le (la) candidat(e) n'en était que le (la) seule auteur(e), qui avait étudié uniquement les publications parues depuis la dernière promotion et qui avait utilisé une liste abrégée des publications[14]. Il ne doit pas non plus décider d'exclure certains champs d'étude sous prétexte qu'ils ne sont pas de la recherche véritable, entre autres, les études sur les femmes, le travail social, les sciences infirmières, etc. Il incombe au sénat de sanctionner des champs particuliers d'étude et non au comité d'évaluation par les pairs. Ces comités ne doivent pas segmenter leur décision de façon à empêcher la divulgation de preuves ou à dissimuler le véritable problème en prenant une décision fondée sur un seul aspect et en refusant ensuite d'entendre la preuve pour les autres aspects[15].

(f) L'équité signifie que si un département donne comme prétexte l'absence de publications scientifiques ou des bourses de recherches secondaires, il doit le démontrer de préférence en se fondant sur des critères qui sont universellement appliqués et connus à l'avance. A l'instar d'une affaire dont s'est occupé l'ACPU, il n'est pas convenable de prétendre que le (la) candidat(e) a peu publié et que ses publications sont secondaires lorsque cette personne possède le meilleur dossier que quiconque au département, y compris le directeur, tant en quantité qu'en qualité d'après des évaluateurs de l'extérieur. Des spécialistes du domaine doivent lire et évaluer les travaux en question si les juges n'ont pas la compétence nécessaire ou si cette compétence n'est que partielle. Si la discipline est controversée, il faut choisir des spécialistes des deux parties. Le (la) candidat(e) doit avoir son mot à dire dans le choix de certains évaluateurs et devrait pouvoir contester leur choix s'il y a matière à préjugés. Les candidats doivent ainsi connaître le nom des évaluateurs et le processus de leur sélection. Le ton des lettres envoyées aux évaluateurs est neutre et les candidats doivent pouvoir les consulter. Une procédure sommaire doit être en place pour juger les contestations visant des évaluateurs particuliers ou la procédure suivie.

(g) L'équité signifie que si le département prétend que les intérêts pédagogiques du (de la) candidat(e) ne correspondent pas aux objectifs du département, celui ci doit posséder, pour justifier une décision à cet égard, des directives prévoyant une modification substantielle des priorités pédagogiques qu'il a approuvée constitutionnellement, de même que l'administration de l'université, qui sont conformes aux règlements de l'université ou à la convention collective et que le (la) candidat(e) connaît assez à l'avance de la décision pour lui permettre de respecter les objectifs des directives. Elles ne doivent pas servir occasionnellement dans le but d'exclure une(e) candidat(e) en particulier ni à justifier à l'aide de vagues références selon le bon vouloir du département. Les directives ne doivent pas non plus violer la liberté universitaire ni être incompatibles avec l'énoncé de principes de l'ACPU sur l'excédent d'enseignement. (Voir le *Guide* de l'ACPU, 1986, p. 26.)

(h) L'équité signifie que si le département prétend que l'enseignement du (de la) candidat(e) est inefficace, des statistiques doivent être disponibles, entre autres des évaluations d'étudiants recueillies pendant un certain nombre d'années, pour justifier la décision prise[16]. Le (la) candidat(e) doit pouvoir prendre connaissance des commentaires négatifs à son égard. Des critères doivent être régulièrement appliqués et connus à l'avance. Il ne faut pas prendre de décision sur la foi de rumeurs et de ouï-dire d'étudiants.

(i) L'équité signifie qu'un département ne peut rendre une décision négative relative à un(e) candidate(e) et invoquer ensuite une vague raison financière pour tenter de se justifier. Un arbitre a renversé 21 décisions de non-renouvellement de contrat dans une affaire où l'université avait avancé, en partie, des allégations fallacieuses sur la nécessité financière[17].

L'octroi de la permanence et d'une promotion doit être dissocié de la nécessité financière. Les nominations à titre d'essai en vue de la permanence laissent entendre que l'université a prévu un poste permanent. Une crise financière peut, par la suite, entraîner le licenciement d'universitaires permanents ou non permanents. Toutefois, cette mesure doit s'inscrire dans le cadre d'une procédure de nécessité financière négociée par l'association de professeurs et conforme à l'énoncé de principes de l'ACPU. (Voir l'énoncé de principes de l'ACPU sur la nécessité financière, *Guide* de l'ACPU, 1986, pp. 23-25.)

(j) L'équité signifie que toutes les décisions doivent être conformes, au moins, à l'énoncé de principes de l'ACPU sur l'anti-discrimination ainsi qu'aux directives locales similaires qui interdisent la discrimination. (Voir l'énoncé de principes de l'ACPU sur l'anti-discrimination, *Guide* de l'ACPU, 4 éd. 1986, p. 30.) Il ne faut pas traiter l'affaire comme une simple formalité. Ainsi, l'Université Harvard a été trouvée coupable de discrimination envers une femme lors d'une audience en vue d'une permanence. Si une telle injustice se produit à Hevard, elle peut se produire ailleurs[18].

(k) L'équité signifie qu'on ne peut refuser la demande d'un(e) candidat(e) parce qu'il ou elle a offensé les autorités d'une université ou d'une collectivité. A l'inverse, il ne faut pas prendre des décisions favorables parce que le (la) candidat(e) s'est attiré(e) les bonnes grâces de ces comités. Ce ne sont pas tous les départements ni leur comité qui sont prêts à défendre un professeur qui découvre que des médicaments sont dangereux, que des insecticides sont mortels, que des méthodes de déboisement sont destructives et que des systèmes politiques corrompent ou répugnent les amis des politiciens et les membres du conseil d'aministration. Des faiblesses de cette sorte ne devraient pas jouer un rôle dans les décisions universitaires[19].

F. Le devoir d'être juste: les critères et les normes

1.

Q. Quels critères faut-il appliquer?

R. Les critères doivent être suffisamment précis pour que l'on puisse mesurer leur application dans des causes particulières à l'aide, dans la mesure du possible, de normes objectives. Les candidats doivent être capables d'évaluer au préalable jusqu'à quel point ils satisfont les critères.

Au début de l'évaluation, les comités de pairs doivent examiner les critères et s'assurer que leur signification et leur application amènent un consensus explicite.

2.

Q. Est-ce que les normes peuvent être modifiées?

R. Oui. Les normes de recherche et d'enseignement peuvent être modifiées seulement après que l'université et l'association de professeurs ont négocié une entente et avec l'assentiment des instances supérieures (pour plus de détails, voir le *Guide* de l'ACPU, p. 12, paragraphe 3.1.9). De plus, il importe d'avertir à l'avance que les normes sont modifiées pour que les personnes susceptibles de les satisfaire puissent avoir l'occasion de le faire. "(...) si les normes doivent être relevées, il est nécessaire, pour être juste et raisonnable, d'aviser les parties auxquelles cela peut nuire. Il ne faut pas prendre les parties par surprise ni, par conséquent, leur causer du tort. Le préavis doit être donné assez tôt pour permettre à la partie touchée de satisfaire les nouvelles normes. Ce principe est fondamental et ne se limite pas aux relations de travail[20]".

G. Le devoir d'être juste: les motifs de la décision

1.

Q. Est-ce qu'un comité de pairs doit donner ses motifs par écrit?

R. Oui. Sans motifs écrits, il est impossible de déterminer si des procédures justes ont été suivies. "C'est (...) une forme de garantie pour obliger ceux qui prennent des décisions à raisonner et à respecter le mandat qui leur est imposé[21]."

2.

Q. Jusqu'à quel point faut-il entrer dans les détails?

R. Les motifs d'un comité de pairs à l'appui d'une décision négative ne doivent pas simplement reformuler à la forme négative les motifs justifiant une décision positive. Ils doivent être précis: par exemple, le (la) candidat(e) n'a pas rédigé suffisamment de mémoires de recherches, l'évaluation de son enseignement est négative dans un cours donné depuis un certain nombre d'années, etc. Les motifs d'une décision négative doivent au moins être assez détaillés pour que le (la) candidat(e) puisse préparer de façon éclairée la réussite possible d'un appel, ou utiliser les critiques pour améliorer son rendement, et par conséquent, ses chances de voir sa prochaine demande acceptée. De plus, la décision prise et les faits à l'appui doivent être reliés aux critères.

Les motifs d'une décision positive doivent être assez précis pour résister aux contestations qui s'en suivront et pour servir de modèle aux futurs candidats.

3.

Q. Est-ce que les comparaisons avec le rendement de candidats fructueux (anciens ou actuels) constituent des motifs raisonnables pour une décision négative?

R. L'octroi de la permanence et des promotions doit se fonder sur des critères précis et connus. Dans ces circonstances, la comparaison avec des candidats fructueux est pertinente si elle sert à montrer que les critères ont été atteints. Cependant, le (la) candidat(e) doit pouvoir faire des comparaisons en invoquant l'équité soit devant le comité ou à un niveau d'appel subséquent. Les comités d'appel ou d'arbitrage de l'université doivent ainsi avoir accès aux dossiers pertinents.

4.

Q. Que se passe-t-il si un comité de pairs ne peut rendre une décision unanime?

R. L'opinion de la majorité doit prévaloir. Une personne représentant la majorité doit rédiger le rapport en consultation avec les autres membres de cette majorité. Les dissidents peuvent ajouter par écrit leur opinion s'ils le désirent.

5.

Q. Est-ce que les comités de pairs doivent tenir un scrutin secret?

R. En général, non. Puisque le but des évaluations par les pairs est d'assurer une discussion libre et franche sur les mérites de leurs collègues, la tenue d'un scrutin secret tend à donner l'effet contraire.

Il est également difficile de motiver sa décision en procédant ainsi. Toutefois, un arbitre a soutenu que lorsqu'un comité est présidé par le (la) directeur(trice) d'un département ayant une forte personnalité, il vaut mieux tenir un scrutin secret.

6.

Q. Est-ce que des membres des comités de pairs peuvent être poursuivis pour avoir divulgué leurs raisons?

R. Les membres de ces comités sont protégés par la doctrine du "privilège restreint" stipulant que des collègues ne peuvent être accusés de libelle diffamatoire parce qu'ils ont fait des déclarations en dehors de leurs tâches normales, entre autres l'évaluation, sauf s'ils agissent consciemment avec malice ou sans se préoccuper nullement de la vérité[22].

H. Comités d'examen

1.

Q. Qu'est-ce qu'un comité d'examen?

R. Dans certaines universités, les décisions des comités de pairs des départements sont examinées par des comités de faculté ou des comités de l'université. Ces comités font partie de la prise de décision originale et ne sont pas, en règle générale, des organes d'appel officiels. Ils sont composés d'administrateurs, ou de leurs délégués, et de professeurs réguliers.

De ce point de vue, les universitaires sont considérés comme des collègues au sens général des professeurs à l'emploi du même établissement et respectent la même uniformité dans les normes quant aux procédures et à la substance. Les conseils de faculté ou de département doivent élire les membres des comités d'examen. Les personnes élues forment la majorité des membres votants du comité.

2.

Q. Quelle est la différence entre un comité d'examen et un comité d'appel?

R. Un comité d'examen fait partie de la hiérarchie de la prise de décision. En règle générale, il a pour but d'apporter une nouvelle perspective. Les comités d'examen de faculté peuvent, par exemple juger la recommandation d'un département pour déterminer si elle respecte les normes générales de la faculté et si les procédures ont été appliquées de façon régulière. Cependant ces comités soumettent leur recommandation à la personne ou au groupe qui prend la décision définitive. Les comités d'appel entendent les appels des plaignants contre la décision définitive. Ces deux fonctions doivent demeurer distinctes. Dans le cas contraire, les comités visés doivent être traités comme des comités d'appel et doivent accepter les représentations des parties sur la substance et sur les procédures. (Voir la prochaine section, pp.20-23).

3.

Q. Quelles sont les normes de procédure qui s'appliquent à ces comités?

R. Les directives précédentes sur l'équité, la justice naturelle et la motivation des raisons à l'appui des décisions s'appliquent aux procédures de ces comités.

Il ne faut pas substituer la recommandation d'un comité d'examen à celle du comité d'évaluation par les pairs. Il faut cependant l'y ajouter. La recommandation doit se limiter à commenter la justesse des procédures et des normes utilisées par le comité du département. (Voir à ce sujet la partie sur les critères et les normes.) Le comité d'examen devrait autoriser, cependant, le recours à des évaluateurs de l'extérieur, au besoin, en s'en tenant aux conditions mentionnées précédemment relativement aux lettres de références. Il faut soumettre en entier au (à la) candidat(e) et au comité de pairs du département cette preuve

Motifs écrits et risques de poursuite en diffamation*

Le rapport suivant a été préparé à la demande du Comité de la liberté universitaire et de la permanence de l'emploi. Il se veut un guide pour les associations de professeurs à qui l'on réforque que le dévoilement des raisons invoquées pour le congédiement d'un professeur, risque d'entraîner des poursuites en diffamation contre l'université. Ce rapport a été préparé par le professeur Bruce Dunlop de la Faculté de Droit de l'Université de Toronto, avec la collaboration du professeur J.-L. Baudoin, de l'Université de Montréal.

L'importance des motifs

Une des dispositions importantes de l'énoncé de principes de l'ACPU touchant la nomination des professeurs et la permanence de l'emploi, veut que l'intéressé a le droit de connaître les motifs d'une décision qui le défavorise. En cas de refus d'une nomination permanente, il est dit dans l'énoncé de 1970 que "si le comité, après mûre délibération, conclut au rejet d'une nomination permanente, il avise l'intéressé par écrit de sa décision et de ses motifs[1]". Des explications écrites sont de mise aussi dans les cas de refus de promotion, de résiliation ou de non-renouvellement de contrat, et peut-être même dans les cas de refus d'une majoration de traitement.

La raison pour laquelle les motifs doivent être donnés par écrit est que cela aide les parties à se comprendre, et diminue la possibilité de mésententes ultérieures au sujet des motifs. L'article déjà cité explique en partie pourquoi il faut donner des raisons, puisqu'il ajoute: "L'intéressé a le droit de demander que le comité tienne une nouvelle séance pour lui permettre de présenter ses observations[2]." Il a peut-être des choses à la fois pertinentes et importantes à dire, et sa participation à la décision ultime ne peut être assurée que s'il a une chance de s'exprimer sur les points qui paraissent jouer contre lui, de prime abord, dans l'esprit du comité. Il en va de même pour les décisions portant sur autre chose qu'une nomination permanente: l'intéressé devrait avoir l'occasion de faire valoir son point de vue, et pour que cela puisse se faire de façon pleinement efficace, il devrait pouvoir répondre aux vues défavorables mises de l'avant ou soutenues par son supérieur, et aussi faire valoir des éléments positifs et des arguments favorables.

Le fait de citer les motifs d'une décision permet à l'intéressé, en second lieu, de faire son autocritique et de s'améliorer. Même s'il n'a ni l'occasion ni le désir de porter sa cause en appel, officiellement ou officieusement, il y va de son intérêt et de celui de ceux qui souhaitent son progrès comme collègue ou comme professeur de lui dire, au moins, s'il veut le savoir, pourquoi on a pris une décision qui lui est défavorable.

En dernier lieu, les décisions ont parfois des motifs qui n'ont rien à voir avec les qualités ou les lacunes de l'intéressé; elles peuvent être dictées, par exemple, par des considérations budgétaires. Le fait de citer ces motifs peut éviter des malentendus et des ressentiments superflus.

Que les motifs soient liés ou non à la personne de l'intéressé, l'idée même d'un régime où il est possible de porter atteinte aux intérêts fondamentaux d'un individu sans qu'il en connaisse les motifs, a quelque chose de répugnant.

Le risque d'action en justice

Aux arguments invoqués par l'ACPU pour faire reconnaître aussi largement que possible l'importance de donner par écrit les motifs des décisions, on a répondu notamment que cette méthode expose la personne qui cite ces motifs, à des poursuites en diffamation. Ce n'est évidemment pas la communication de ces motifs à l'intéressé lui-même qui serait diffamatoire, mais plutôt la communication à d'autres personnes. Il faut dire toutefois que le fait de communiquer ces renseignements à l'intéressé lui permet de connaître ce qui s'est dit ou qui sera dit à son sujet à d'autres personnes, et lui fournit une arme qui augmente les risques de poursuite en diffamation.

Estimant que l'ignorance de la loi en matière de diffamation augmente indûment la crainte des poursuites en justice, l'ACPU croit utile d'élucider la question.

Le droit, en matière de diffamation, est complexe et difficile. Vouloir le comprimer dans un texte bref et pratique oblige nécessairement à simplifier à l'excès. Compte tenu de cette réserve, on pourra néanmoins trouver utile d'en connaître les grandes lignes, tant pour les provinces régies par la *common law* que pour le Québec, régi par le Code civil. Tel est l'objet de l'exposé qui suit.

Qu'est-ce que la diffamation?

Une communication est diffamatoire si elle tend à nuire à la réputation d'une personne, à diminuer l'estime, le respect, la considération ou la confiance dont elle jouit, ou à susciter contre elle des sentiments ou opinions défavorables ou déplaisants. La diffamation est souvent mais, non nécessairement, verbale. Tout mode de communication peut cependent servir à diffamer. De plus, une communication peut être diffamatoire de façon manifeste, ou à cause de certaines connaissances que possède celui qui la reçoit, et qui lui permet d'en tirer une interprétation. Par exemple, dire d'un professeur qu'il n'a rien enseigné pendant le dernier semestre n'est pas diffamatoire, à moins que les auditeurs ne sachent qu'il a effectivement passé six heures par semaine en classe.

Publication: L'objet d'une poursuite en diffamation étant de défendre la réputation, la communication doit être publiée, c'est-à-dire qu'elle doit être faite à des tiers. Tous ceux qui participent au processus sont responsables de ses conséquences. Le seul fait de transmettre les paroles d'un autre constitue une publication, même si l'on prétend ne pas croire à ce qu'il dit. Il n'est pas indispensable d'être cru pour être coupable de diffamation. De plus, celui qui publie des propos diffamatoires qui seront vraisemblablement répétés par d'autres peut être tenu responsable de la répétition.

Libelle et diffamation: En régime de *common law*, il existe une distinction entre le libelle diffamatoire et la simple diffamation. Cette distinction, fondée sur des motifs historiques, constitue une anomalie. Elle remonte au XVII[e] siècle, où l'on distinguait entre une communication écrite ou parlée. Par la suite, la notion de libelle s'est étendue à d'autres formes de publicité visuelle: dessins, statues, photographies, films, démonstrations et autres comportements ayant des incidences diffamatoires. On a eu tendance à réserver la notion de diffamation simple à la publicité orale. Cette distinction n'est cependant pas absolue. Par exemple, le fait de lire à haute voix un texte diffamatoire constitue un libelle, peut-être parce que la matière diffamatoire est sous une forme durable. Cette distinction n'a aucune portée pratique en Alberta, au Manitoba, au Nouveau-Brunswick, en Nouvelle-Ecosse, à Terre-Neuve, et à l'Ile-du-Prince-Edouard. Dans les autres provinces régies par la *common law*, toute forme de libelle peut faire l'objet d'une poursuite, sans que le plaignant ait à prouver qu'il y a eu préjudice réel, preuve qui est exigée dans la plupart des cas de diffamation simple. La distinction n'est peut-être pas aussi importante à nos fins qu'elle le serait de façon générale, car une des formes de diffamation simple, qui peut faire l'objet d'une poursuite sans preuve de préjudice, est celle qui est susceptible de nuire à la personne dans son travail, son commerce, sa profession ou ses fonctions.

Réfutation

Les principaux arguments à invoquer à l'encontre de cette thèse seraient, dans notre cas, les suivants:

1. Justification: Si un propos diffamatoire est vrai, cela constitue toujours un moyen de défense en cas de poursuite, mais la preuve en incombe au défendeur, et à défaut de preuve, celui-ci pourra être trouvé coupable d'aggravation du préjudice, selon que le jury croira ou non à la bonne foi de la défense.

2. Immunité relative: Pour le bien général de la société, il arrive parfois que le droit de l'individu à sa réputation doive passer au second plan, et être subordonné à la nécessité d'assurer la liberté des communications. En pareil cas, on dit qu'il y a immunité. L'immunité peut être absolue (par exemple celle qui s'attache à des propos tenus au Parlement ou devant un tribunal, et au compte rendu qui en découle) si la valeur attachée à la liberté de parole est jugée suffisante pour que le motif, l'intention ou le but de celui qui parle ne comptent plus. Mais le plus souvent, l'immunité est assortie de restrictions. S'il y a devoir ou avantage légal, social ou moral à communiquer, et devoir ou avantage correspondant à recevoir la communication, on dira que les circonstances justifient une immunité relative. Dans ce cas, l'immunité sera accordée à condition que la communication ne dépasse pas les limites de ce qui paraît nécessaire pour atteindre le but, et qu'il n'y ait pas d'intention malicieuse, cette expression englobant non seulement la volonté de nuire mais un motif secret ou un manque de foi dans la véracité des propos tenus.

L'immunité relative s'applique par exemple dans les circonstances suivantes:

(a) L'exercice d'une fonction publique ou privée, par exemple lorsqu'une personne est appelée à titre de membre d'un comité ou en raison de sa fonction à évaluer la compétence d'une autre personne en vue de sa nomination, de son avancement ou de sa nomination à titre permanent, ou encore à évaluer le travail et les capacités d'un étudiant;

(b) la protection d'un intérêt personnel menacé, par exemple dans le cas d'une personne à qui l'on a refusé une promotion ou une nomination à titre permanent et qui tente de se justifier;

(c) le fait d'avoir agi à la demande de la personne lésée, par exemple en fournissant une appréciation à un professeur qui sollicite un emploi ou à un étudiant qui demande à être admis aux supérieures;

(d) le fait de répondre à un employeur qui demande une opinion sur un candidat à un emploi;

(e) le fait d'échanger des renseignements sur une question d'intérêt commun, par exemple en signalant à l'autorité compétente le cas d'une personne soupçonnée d'avoir triché à un examen, d'avoir plagié dans une communication scientifique ou d'avoir dérobé un livre à la bibliothèque.

Commentaire légitime: La société, ou certains secteurs de la société, peuvent avoir intérêt à recevoir des commentaires légitimes sur certaines questions, et cet intérêt peut primer le droit de l'individu à sa réputation. Il doit être clair que le texte publié est de l'ordre du commentaire plutôt que des faits, et à ce titre, il doit être fondé sur des faits véridiques. C'est ce principe qui justifie la critique artistique et littéraire et la discussion des affaires publiques, de même que la protection de ceux qui s'y adonnent. Un commentaire est légitime, pourvu que les vues ou opinions exprimées soient celles que pourrait avoir une personne bien intentionnée. Il n'est pas nécessaire que ces vues soient largement partagées, ni qu'elles soient exprimées en termes modérés. Le commentaire ne doit pas être motivé par la malice.

Situation sous le régime du Code civil du Québec

La responsabilité pour diffamation verbale ou écrite est, en droit civil, fondée sur l'article 1053 C.c., qui établit lui-même le principe général de la responsabilité basée sur la faute. *En substance*, les solutions qui seraient données au problème en droit civil sont à peu près identiques à celles qu'offre la *common law*, même si les procédures légales diffèrent substantiellement.

Il y a diffamation en droit civil dès qu'une communication quelconque (écrite, parlée, etc.) porte fautivement atteinte à la réputation ou à l'honneur d'une personne. Dans un tel cas, en principe, celui qui est l'auteur du propos diffamatoire et celui qui le publie, sont tous deux responsables. Selon la jurisprudence québécoise, le seul fait de la bonne foi de l'auteur de la diffamation n'est pas une excuse ou une défense, mais peut tout au plus servir à mitiger les dommages. Par contre, le défendeur à l'action peut valablement plaider la vérité des paroles ou des écrits allégués diffamatoires. Il existe aussi une défense basée sur le privilège et la doctrine établie, qui est analogue au droit de commentaire loyal invoqué dans le droit coutumier.

Enfin, dernière remarque, les tribunaux n'hésitent pas à accorder des dommages moraux à la victime, alors même que les propos diffamatoires n'ont reçu aucune publicité.

Conclusions

Il semble que l'immunité relative dont jouit un administrateur, un membre de comité ou un professeur d'université lorsque ses fonctions l'appellent à former et à communiquer des opinions sur ses collègues ou sur des étudiants, lui assure une protection largement suffisante. Il y a des limites à respecter, mais indépendamment des lois relatives à la diffamation, il paraît normal d'exiger, au sein du milieu universitaire, que les parties s'en tiennent aux opinions qu'elles ont réellement et les communiquent avec discrétion, lorsqu'il s'agit de permanence d'emploi, d'avancement, de renouvellement de contrat, de qualification professionnelle ou de conduite personnelle.

Il ne saurait y avoir de garantie contre l'inscription d'une plainte en diffamation. Même celui qui a observé la loi dans tous ses détails peut se trouver un jour ou l'autre dans l'obligation de se défendre, avec tous les ennuis que cela comporte. Si la prétendue diffamation s'est produite à l'occasion de l'exercice de ses fonctions auprès de l'université, les frais légaux devraient être à charge de l'université.

Il peut arriver aussi que certaines personnes excèdent les limites de leur immunité et soient poursuivies avec succès. Ici encore, si la diffamation s'est produite dans l'exercice de leurs fonctions auprès de l'université, les frais légaux devraient être à la charge de les dommages-intérêts et les frais du procès.

Les risques de poursuite judiciaire, en définitive, font partie de la rançon qu'il faut payer pour faire régner la justice dans le milieu universitaire.

[1]Enoncé de principes relatif à la nomination des professeurs et a la permanence de l'emploi, section 3.L.t0, publié dans le *Guide de l'ACPU, 4e édition*, 1986.
[2]*Ibid*

**Tiré du Guide de l'ACPU de 1973 avec quelques révisions.*

et les recommandations. Le (la) candidat(e) doit avoir le droit de répliquer et de recourir à un conseiller juridique si des questions de fond sont soulevées.

4.

Q. Qui prend la décision finale après l'évaluation des pairs?
R. Selon la nature de la décision, la personne varie d'une université à l'autre et même au sein d'une université. Il peut s'agir du doyen, du vice-recteur (affaires universitaires), d'un comité, du recteur ou du conseil d'administration. Divers appels avec ou sans pouvoir exécutoire peuvent intervenir.

Cependant, la personne ou le groupe qui prend la décision ne doit pas donner de façon arbitraire plus de poids aux comités d'examen qu'aux comités de département s'ils proposent des recommandations divergeantes. Ces personnes et ces groupes doivent, dès le début, lire et examiner toutes les décisions et la preuve et ne pas s'en remettre uniquement au dernier rang de la hiérarchie[23]. Ils doivent également se rappeler qu'ils doivent respecter des procédures justes lorsqu'ils rendent leur décision et présenter aux candidats tous les renseignements afférents.

5.

Q. Est-ce que les instances universitaires doivent entendre et étudier les recommandations d'autres parties en dehors des comités de pairs ou des comités d'examen?
R. S'il est demandé aux instances universitaires de prendre les décisions finales, elles sont libres d'entendre le témoignage de n'importe quelle partie avant de prendre leur décision, à moins, bien entendu, que la convention collective ou les statuts ne stipulent le contraire. Elles sont également liées par l'obligation de suivre des procédures justes. La Cour suprême du Canada a soutenu qu'un(e) candidat(e) doit pouvoir contester toutes les preuves présentées à un conseil d'administration et devrait assister, accompagné(e) ou non d'un représentant, à la réunion du conseil pour entendre les preuves et y répondre. La même chose s'applique mutatis mutandis aux autres personnes qui prennent les décisions finales[24]. Puisque le conseil d'administration est l'employeur légal des universitaires, l'ACPU ne considère pas les audiences devant le conseil comme un substitut au processus d'appel impartial et indépendant.

I. Comités d'appel

1.

Q. Pourquoi faut-il permettre les appels?
R. Les comités de pairs et les comités d'examen commettent parfois des erreurs et prennent de mauvaises décisions même s'ils agissent de bonne foi. Il est donc nécessaire de pouvoir recourir au processus d'appel. La bonne foi n'empêche pas les erreurs ou un mauvais jugement.

2.

Q. Pourquoi ne pas simplement renvoyer le cas au premier comité s'il y a erreur?
R. L'ACPU a constaté que les comités de pairs admettent rarement leurs erreurs ou leur mauvais jugement. La deuxième fois, ils arrivent à la même conclusion, mais d'une manière plus élégante.

3.

Q. Sur la foi de quoi une cause en appel peut-elle porter?
R. Les appels doivent être permis soit pour des questions de fond, soit pour des questions de procédure, soit pour les deux.

4.

Q. Qui doit entendre les appels?
R. Il y a deux sortes d'appel. Le processus le plus rapide, le plus loyal et qui est préférable est le tribunal d'arbitrage, lequel est étranger à l'université. Le tribunal doit être habilité à régler le problème et sa décision doit être finale et exécutoire pour toutes les parties. La deuxième sorte d'appel consiste en la création d'un comité d'appel de l'université.

5.

Q. Qui doit faire partie du comité d'appel de l'université?
R. Le comité doit se composer d'universitaires élus. En règle générale, les membres élus par chaque faculté ou chaque groupe de facultés ont le mandat de protéger les intérêts des facultés plus petites. Les membres du comité d'appel ne doivent pas participer à d'autres évaluations des cas aux niveaux inférieurs. S'ils transgressent cette règle, ils doivent démissionner à cause des conflits d'intérêt. Les comités d'appel de l'université doivent être permanents et ne doivent pas être créés spécialement pour juger une cause particulière. On évite ainsi de conclure que les juges ont été choisis parce que, intérieurement, ils avaient déjà rendu leur verdict. Les candidats doivent avoir le droit de contester la présence des membres en conflit d'intérêt ou ayant un parti pris.

6.

Q. Logiquement, un comité d'appel doit se composer de collègues immédiats.
R. Non. On peut comparer les comités d'appel à un tribunal où la preuve, y compris les témoignages des experts, est présentée à un juge impartial. De plus, les décisions négatives prises à la première étape de l'évaluation par les pairs peuvent se polariser et faire monter la tension dans un département ou au sein de toute l'université quant aux établissements moins importants. En de telles circonstances, seul un comité formé de personnes autres que les collègues immédiats peut garantir une audience juste.

7.

Q. Quelles procédures un comité d'appel doit-il suivre?
R. Le comité d'appel ou le conseil d'arbitrage doit suivre les mêmes procédures énoncées dans les pages précédentes pour les comités de département. Cependant, à cette étape-ci, certaines procédures sont plus importantes.

(a) Spécialistes. Il est peu probable que le comité d'appel soit compétent dans la discipline du (de la) plaignant(e). Par conséquent, le témoignage de spécialistes est d'une extrême importance. L'association de professeurs a le devoir de s'assurer que le (la) plaignant(e) comprend cet état de chose et qu'un témoignage est entendu si cela est possible.

(b) Comparabilité. La comparabilité des normes joue un rôle essentiel dans n'importe quel mécanisme d'appel. Voici les normes qu'un conseil d'arbitrage a formulées en ce qui concerne la comparabilité pour un comité d'appel de l'université.

> "(...) les comités d'appel ne peuvent pas échapper à la comparabilité; c'est essentiel pour satisfaire les conditions d'équité et d'uniformité (...) Pour résumer la question de la comparabilité, nous faisons les remarques suivantes:
> 1. Pour être juste et conséquent, il faut traiter les cas similaires de la même manière. De même, il faut établir des comparaisons entre des causes similaires, c'est-à-dire entre des candidats appartenant à des disciplines analogues et ayant les même tâches.
> 2. Il n'est pas nécessaire que le groupe soit imposant; chaque groupe peut s'occuper de plusieurs causes bien que certaines causes puissent être communes à deux groupes.
> 3. La continuité est un élément essentiel de l'uniformité et de l'équité. On ne satisferait donc pas les critères d'équité en traitant, par exemple, trois causes similaires au cours d'une même année et en rendant des décisions différentes pour les trois si de cette façon, l'on rompait brutalement avec les normes de l'année précédente. De même, il importe particulièrement de comparer les causes les plus récentes si le (la) candidat(e) semble faire l'objet d'une recommandation défavorable.
> 4. En faisant part de ses recommandations, un comité doit prendre en note qu'il a fait les comparaisons appropriées (...)
> Nous ne croyons pas que cette condition alourdisse exagérément la tâche du comité d'évaluation. Au contraire, cela lui permet de se concentrer plus facilement sur les points principaux et de formuler des recommandations conséquentes[25].

(c) Conseiller juridique. A cette étape-ci, le (la) requérant(e) doit avoir le droit d'être représenté(e) par un conseiller juridique.

En général, les procédures d'un comité d'appel de l'université doivent ressembler à celles d'un conseil d'arbitrage.

8.

Q. Qu'arrive-t-il si un comité d'appel a besoin d'un conseiller juridique?
R. Si des questions d'ordre juridique sont soulevées, le comité doit avoir l'autorisation de faire appel à un conseiller juridique. Ce dernier ne doit pas être un avocat qui conseille l'administration de l'université ni le conseil d'administration[26]. L'université doit en assumer les frais. L'arbitrage des questions litigieuses est une autre possibilité. Toutefois, les comités d'appel de l'université n'ont généralement pas besoin de la présence de leur avocat tout au long de l'audience. Les universitaires retenus pour siéger constituent le comité d'appel et il leur incombe de rendre une décision. Ils doivent expliquer par écrit les motifs de leur décision. Ils ne peuvent pas en déléguer la responsabilité à un avocat.

Notes

Toutes les notes sont des références d'arbitrage et certaines sont des références de tribunaux.

1. Antoinette Thomas v. Mount St. Vincent University, Cour suprême de la Nouvelle-Ecosse, 1986, 24-25.
2. St. Mary's University Faculty Union v. St. Mary's University (grief MacFarlane), 1979; Queen's University v. Dr. Arthur E. Zimmerman, 1981.
3. MacFarlane (St. Mary's), Service d'arbitrage de l'ACPU, 787.
4. A remarquer, toutefois, qu'un arbitre a soutenu qu'un directeur ayant une forte personnalité ne devait pas exiger un scrutin public. (Prof. G. Snewing v. Queen's University, 1983.) Dans le cas de recommandations doubles, consulter le rapport du comité d'enquête de l'ACPU, 1970, qui a entraîné la censure de l'Université de Victoria, *Bulletin* de l'ACPU, vol. 9, no 4, 1971.
5. E.W. Schrecker, *No Ivory Tower: McCarthyism and the Universities*, Oxford University Press, 1986.
6. MacFarlane (St. Mary's), Service d'arbitrage de l'ACPU, 788.
7. Aleksandra Vinogradov v. The Governors of the University of Calgary et al, Cour du banc de la Reine, Alberta, 1986.
8. Zimmerman (Queen's), 64-5.
9. Zimmerman (Queen's), 64. Pour une discussion sur un cas de dérangement, voir McGill University v. Stanley Gray, 1969.
10. Association of University of New Brunswick Teachers v. University of New Brunswick, (grief Thompson), 1985, 25.
11. Carleton University Academic Staff Association v. Carleton University (grief Marwah), 1980.
12. Thompson (UNB).
13. University of Windsor Faculty Association v. University of Windsor (grief Rozsnyai). A remarquer toutefois, que, à l'Université Simon Fraser, lorsque l'administration a refusé de fournir les documents, un arbitre a rendu sa décision en faveur du professeur (Simon Fraser University v. Professor Prudence Wheeldon, 1971). Un arbitre à l'Université du Nouveau-Brunswick a rendu une décision en faveur de l'université lorsque le professeur visé a refusé de comparaître, (University of New Brunswick v. Norman Strax, 1969).
14. Laurentian University Faculty Association v. Laurentian University (grief Mahant), 1985.
15. Affaire Leo Johnson, *Bulletin* de l'ACPU, juin 1986.
16. Ivy Bennett v. Wilfrid Laurier University et al, septembre 1983; CAUT *Rights Reporter*, v. 3, no. 5, s. 3, décembre 1983.
17. Sean Kelly et al v. Loyola College, 1970.
18. Affaire Theda Skocpol, *Chronicle of Higher Education*, 1er octobre 1986. Un comité des griefs a soutenu que le département de sociologie avait fait preuve de parti pris dans sa décision. Le recteur a alors renversé la décision du département et a accordé la permanence. Le professeur Skocpol est retourné à l'Université Harvard.
19. Consulter, par exemple, le rapport du comité d'enquête de l'ACPU, septembre 1978, qui a entraîné la censure de l'Université Memorial, *Bulletin* de l'ACPU, septembre 1979. Lire également l'article "The Good Old Days", *Bulletin* de l'ACPU, octobre 1983. On peut trouver dans l'ouvrage de Ellen W. Schrecker, *No Ivory Tower: McCarthyism and the Universities*, Oxford Press, 1986, l'étude la plus détaillée sur l'échec du milieu universitaire pour défendre la liberté et la dissension politique.
20. Association of Professors of the University of Ottawa v. University of Ottawa (Chouinard), 1985, 16-17.
21. Laurentian University Faculty Association v. Laurentian University (Bastin-Miller), 1983, 15.
22. Slavutych v. Board of Governors, University of Alberta et al, 75 CLLC, 14,263.
23. Association of the University of New Brunswick Teachers v. University of New Brunswick (Waddell), 1983, 30, 31.
24. Kane v. Governors of the University of British Columbia, Cour suprême du Canada, 3 mars 1980. Ruiperez and the Board of Governors of Lakehead University, 1984, 147 DLR (3d), 154 (C.A.).
25. Thompson (UNB), 25.
26. Affaire Leo Johnson, *Bulletin* de l'ACPU, juin 1986.

Approuvé par le Bureau de direction, novembre 1986.

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The Department of Medicine, McMaster University, Hamilton, Ontario invites applications for a full-time academic Intensivist/Pediatric Gastroenterologist, based at St. Joseph's Hospital at the rank of Assistant Professor. The applicant must be a qualified gastroenterologist with particular interest and expertise in critical care and pediatric gastroenterology. The 15 bed Intensive Care Unit provides adult critical care for the hospital and for Regional Programmes in Nephrology, Respirology and Toxicology. The successful applicant will join a team of 4 Internists providing critical care in the Intensive Care Unit, and will provide gastroenterology services to the Department of Pediatrics.

Applicants should have Royal College Certification or equivalent in Internal Medicine and Gastroenterology with particular training in Pediatric Gastroenterology and Adult Critical Care Medicine. The successful applicant will be required to take courses leading to a degree in Design, Measurement and Evaluation.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Please send a letter of application, accompanied by a current curriculum vitae and the names of 3 referees by February 28, 1987.

Dr. A.C.P. Powles
Director, Intensive Care Unit
St. Josaph's Hospital
50 Charlton Ave. East
Rm. 539
Hamilton, Ontario
L8N 4A6

Faculté de droit
Université McGill
Montréal, Québec
Canada
CHAIRE PETER M. LAING

La Faculté de droit de l'Université McGill recherche des candidats pour la Chaire Peter M. Laing. Il s'agit d'une nouvelle chaire en droit substentif.

C'est la cinquième chaire qui fait l'objet d'une dotation dans cette faculté, qui a été établie en 1848. La Faculté dispense une formation générale en droit civil et en common law. C'est la seule faculté de droit qui enseigne le droit civil du Québec aussi bien en anglais qu'en français; elle est aussi la seule faculté qui enseigne et le droit civil et la common law dans un programme de cours intégré, le Programme national. L'institut de droit aérien et spatial (établi en 1951) et l'Institut de droit comparé (établi en 1965) offrent des programmes d'études supérieures en droit. Deux centres de recherche sont rattachés à ces instituts: le Centre de droit aérien et spacial et le Centre de recherche en droit privé et comparé du Québec. Le Centre des sciences de la santé, de l'éthique et du droit de McGill est aussi affilié à la Faculté.

Le candidat qui sera choisi sera un universitaire da renommée internationale qui, dans la sphère de sa spécialité, apportera une contribution majaure a la recherche par ses travaux et son dynamisme, suivant ainsi la longue tradition de recherche et de vie intellectuelle de la Faculté.

Le poste comporte la permanence d'emploi. Le salaire, les conditions de travail, les avantages et la date d'entrée en fonction sont à négocier.

Les candidatures devraient être reçues d'ici le 30 septembre 1987. Elles doivent être accompagnées d'un curriculum vitae complet et être adressées au **professeur W.F. Foster, président, Comité consultatif de la Cheire Peter M. Laing, Faculté de droit, Université McGill, 3644, rue Peal, Montréal, Québec, Canada, H3A 1W9. (Téléphona: (514) 392-3007)**

(Les réglements sur l'immigration canadienne prescrivent que l'Université doit évaluer les candidatures de citoyens canadiens et de résidents permanents du Canada avant d'évaluer celles d'autres personnes.)

Faculty of Law
McGill University
Montreal, Quebec
Canada
PETER M. LAING CHAIR

Applications are invited for the Peter M. Laing Chair, a new Chair in substantive law, tenable in the Faculty of Law, McGill University.

It is the fifth endowed Chair in a Faculty established in 1848. The Faculty offers a liberal education in both the civil law and the common law. It is the only Law Faculty providing both French and English language instruction in Quebec civil law; and it is the only Faculty teaching both the civil law and the common law in an integrated program, the National Programme. Programs of graduate study in law are offered within the Institute of Air and Space Law (established in1951) and the Institute of Comparative Law (established in 1965). The Institutes are the loci of two research centres: the Centre of Air and Space Law and the Quebec Research Centre of Private and Comparative Law. Also affiliated with the Faculty is the McGill Centre for Health Sciences, Ethics and the Law.

The successful applicant will be a scholar of international reputation who will further enhance and encourage scholarship in the applicant's area of specialization, so adding to the tradition of scholarship and research which has long been established in the Faculty.

The position is tenured. Salary, conditions, benefits and appointment date to be negotiated.

Applications (accompanied with a complete curriculum vitae) should be received before September 30, 1987 and should be addressed to: **Professor W.F. Foster, Chairman, Peter M. Laing Chair Advisory Committee, Faculty of Law, McGill University, 3644 Peel St., Montreal, Quebec, Canada, H3A 1W9. (Telephone: (514) 392-3007)**

(Canadian Immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons.)

Université de Moncton

L'Université sollicite des candidatures au poste de

DOYEN/DOYENNE DE LA FACULTÉ DES SCIENCES DE L'ÉDUCATION

Poste offert également aux femmes et aux hommes

SITUATION: La Faculté des Sciences de l'éducation compte quatre (4) départements dont: apprentissege et enseignement; éducation professionnelle; fondements et ressources humaines en éducation; psychologie éducationnelle et l'École d'éducation physique et de loisirs. Elle compte 47 professeurs et au-delà de 650 étudiants à temps plein dans les programmes de premier et deuxième cycles, et offre plusieurs programmes à l'Éducation permanente.

FONCTIONS: Sous l'autorité du vice-recteur à l'enseignement et à la recherche, le(la) doyen(ne) est responsable du fonctionnement de la Faculté. Président(e) du Consell de la Faculté, il(elle) dirige le personnel enseignant, veille à l'établissement des priorités en tenant compte des implications budgétaires, analyse et fait connaître les besoins de la Faculté, travaille au maintien des normes académiques et coordonne les activités d'enseignement et de recherche des professeurs. Il(elle) représente la Faculté au Sénat académique ainsi que sur un nombre de comités de l'Université.

FORMATION: Les candidat(e)s doivent être détenteur(trice)s d'un doctorat ou d'une maîtrise avec expérience substantielle dans l'une des disciplines de la Faculté. De préférence, Ils(elles) devraient faire preuve d'expérience dans l'enseignement universitaire, la recherche et l'administration. Les candidat(e)s doivent maîtriser la langue française tant orale qu'écrite.

DATE D'ENTRÉE EN FONCTION: Le 1er juillet 1987 pour un mandat régulier de cinq (5) ans se terminant le 30 juin 1992.

Les candidatures seront étudiées à compter du 1er mars 1987. Les personnes intéressées sont priées de faire parvenir un curriculum vitae détaillé et un dossier professionnal complet avec le nom de trois (3) répondants au:

Vice-recteur à l'enseignement et à la recherche
Université de Moncton
Moncton, Nouveau-Brunswick
E1A 3E9 Téléphona: (506) 858-4112

Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents seulement.

Centre universitaire de Moncton

Advertising and censure

CAUT will not carry advertisements from censured universities. CAUT refuses ads from such universities because the Council explicitly recommends that members not take positions at institutions which have been censured.

Positions available

Postes vacants

Publicité et Censure

L'ACPU refuse les annonces des universités frappées de la censure parce que le Conseil recommande explicitement aux membres de ne pas accepter de poste dans l'une de ces universités.

ACTUARIAL SCIENCE

THE UNIVERSITY OF WESTERN ONTARIO. Department of Statistical and Actuarial Sciences. The Department of Statistical and Actuarial Sciences of The University of Western Ontario invites applications for senior visiting limited term appointments. Appointments will be made subject to funds being available. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent residents of Canada. Applications, including a detailed curriculum vitae and the names of three references, should be sent to: Dr. M.S. Haq, Acting Chairman, Department of Statistical and Actuarial Sciences, The University of Western Ontario, London, Ontario, Canada, N6A 5B9. An Equal Opportunity Employer.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Statistical and Actuarial Sciences. The Department of Statistical and Actuarial Sciences of The University of Western Ontario invites applications for a tenured or tenure track position in actuarial science. The candidates should have a Ph.D. and associate-ship of the Society of Actuaries or its equivalent. Salary and rank will be commensurate with qualifications and experience. The appointment is subject to availability of funds. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent residents of Canada. Applications, including a detailed curriculum vitae and the names of three referees, should be sent to: Dr. M.S. Haq, Acting Chairman, Department of Statistical and Actuarial Sciences, The University of Western Ontario, London, Ontario, Canada, N6A 5B9. An Equal Opportunity Employer.

ANATOMY

McMASTER UNIVERSITY. Department of Anatomy. The Department of Anatomy invites applications for a tenure track position at the level of Assistant Professor. The successful candidate should be medically qualified and have experience in teaching gross anatomy to various Health Professional students. In addition, the candidate must have teaching experience in at least one other morphological discipline (neuroanatomy, embryology, histology etc.) and should have demonstrated ability as an independent researcher but their actual field of research is optional. McMaster's medical program is innovative and exciting and we are looking for someone who can enjoy our teaching and research setting. Applicants should submit a current curriculum vitae plus names of 3 referees to: Dr. O.H. Carr, Chairman, Department of Anatomy, McMaster University Faculty of Health Sciences 1200 Main Street West, Hamilton, Ontario, L8N 3Z5; or Telex to - 0618347 attention of: Dr. O.H. Carr. The closing date for applications is 15th February, 1987. In accordance with Canadian Immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents.

ANTHROPOLOGY

UNIVERSITY OF TORONTO, SCARBOROUGH CAMPUS. Anthropology. Applications are invited for a contractually-limited term appointment at the lecturer or assistant professor level commencing July 1, 1987 in the following area: Physical Anthropology with teaching experience. The candidate will be expected to teach at the undergraduate level courses in osteology and physiological anthropology. Salary commensurate with experience. Applications with curriculum vitae and the names of three referees should be sent to: Professor F. Burton, Anthropology, Division of Social Sciences, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario M1C 1A4. Closing date February 1, 1987. These positions are available subject to budgetary approval. Applications from qualified women, as well as from qualified men, are welcome. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Within the category, women and members of minority groups are strongly encouraged to apply.

UNIVERSITY OF TORONTO, Scarborough Campus. Anthropology. Applications are invited for a tenure-stream appointment at the assistant professor level in Anthropology. Applicants should have a specialty in either Gender or Native Canadians. Interests should also include social organization and change, development, modern Canada, South or East Asia or Middle East, language and culture, and medical. Applicants should combine a strong theoretical focus with lucid teaching and commitment to participation in a programme that emphasizes links among the various subdisciplines of the undergraduate level. Contribution to the graduate programme is also expected. Send applications with curriculum vitae and the names of three referees by January 31, 1987 to: Professor F. Burton, Anthropology, Division of Social Sciences, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. This position is subject to budgetary approval, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Within this category women and members of minority groups are strongly encouraged to apply.

UNIVERSITY OF VICTORIA. Department of Anthropology. Sessional positions in Archaeology/Physical Anthropology. One full-time eight month position (September 1987 through April 1988) and one four month position (September through December 1987 and January through April 1988). Applicants should have a Ph.D. and be able to teach introductory physical anthropology/prehistory and at least one of old world prehistory or human paleontology. Send curriculum vitae and names of at least three references to Chairman, Department of Anthropology, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. These positions are subject to final budgetary approval. Deadline for applications 1 March 1987. In accordance with Canadian immigration regulations the university will assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants.

ARCHITECTURE

CARLETON UNIVERSITY. School of Architecture. Positions available (rank open) for one year beginning July 1, 1987. Candidates should have B. Arch. and higher degree or equivalent; also teaching and professional work experience. Should be prepared to teach Design Studio and one or more of the following specializations: Theory and History of Architecture, Landscape Architecture, Building Science, Building Technology. Send Curriculum Vitae and the names of three referees to: Prof. Robert Oster, Acting Director, School of Architecture, Carleton University, Ottawa, Ontario, K1S 5B6. Closing date February 1, 1987. These positions are available subject to budgetary approval. Applications from qualified women, as well as from qualified men, are welcome. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

ART

UNIVERSITY OF SASKATCHEWAN. Studio Art. The University of Saskatchewan, Department of Art and Art History is offering a tenure-track position in Studio Art, in particular painting and drawing at the Assistant Professor level, beginning July 1, 1987. Approximate salary is $29,500 to $38,000. The candidate should have a M.F.A. or M.A. degree, University teaching experience and an active exhibition record. The candidate is expected to contribute to an intense and demanding program at the undergraduate and graduate levels. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for receipt of applications is March 1, 1987 or until the position is filled. Applicants should arrange to have a curriculum vitae, 20 transparencies, and three letters of reference sent to: Hans Dommasch, Head, Department of Art and Art History, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0

ASTRONOMY

UNIVERSITY OF TORONTO, SCARBOROUGH CAMPUS. Department of Astronomy. Applications are invited for a tenure-stream position at the Assistant Professor level, to commence July 1, 1987, subject to final budget ary approval. Candidates must have a doctoral degree and should have post-doctoral research experience. Salary will be commensurate with experience and qualifications. The successful candidate will be expected to develop an active research programme, and to supervise graduate students and teach both undergraduate and graduate courses. The preferred field of interest is the investigation of self-gravitating systems and the evolution of such structure in astrophysics and cosmology. However, outstanding candidates in any area of theoretical astrophysics are invited to apply. Female and male candidates are equally welcome. This advertisement is directed in the first instance to Canadian citizens and permanent residents. In accordance with Canadian immigration requirements. Applications including a curriculum vitae and the names of at least three referees should be sent by February 28, 1987, to: Professor J.M. Perz, Chair, Physical Sciences Division, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, M1C 1A4.

BIOCHEMISTRY

UNIVERSITY OF ALBERTA. Research Associate. Applications are invited for the above position in Ph.D. in biochemistry and 2-4 years of postdoctoral experience are required. The preferred candidate will have experience in the phosphorylation and dephosphorylation of proteins or enzymes. Funds are available on a continuing basis (at least three years), subject to annual confirmation of funding. The salary would be between $26,021 and $27,570 per year. The closing date for applications is one month after this is published. Applicants should submit a curriculum vitae and the names of three referees to: Dr. D.E. Vance, Lipid Research Group, 208 Newton Research Building, University of Alberta, Edmonton, Alberta T6G 2C2, Canada. The University of Alberta is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Post-Doctoral Fellowship in ONA Repair and/or Recombination. Applicants should have a good background in molecular biology and, preferably, should expect to receive their Ph.D degree in the near future. The research projects are more biochemical than genetic, but opportunities for interaction with other departments on campus will be encouraged. Successful applicants will be supported by the Alberta Heritage Foundation for Medical Research. The starting salary is $22,235 p.a. Please apply to A. Richard Morgan, Professor of Biochemistry, Biochemistry Department, University of Alberta, Edmonton, Alberta, T6G 2H7

BIOLOGY

ACADIA UNIVERSITY. Department of Biology. Microbiologist. Acadia University Biology Department has a tenure-track position for a microbiologist beginning July 1, 1987. The appointment will be at the rank of Assistant Professor. Applicants must have a strong interest in undergraduate teaching, and be prepared to offer a general introductory microbiology course (one term), a term course(s) in food and or pathogenic microbiology, and upper level courses appropriate to a graduate biology specialization. The teaching requirement is two full courses per year. In addition, the applicant will be expected to seek and obtain funding to support an active research programme which will involve undergraduate honours students and graduate (M.Sc.) students. The Acadia University Biology Department has established programmes in the fields of ecology, estuarine, and marine biology, which would provide opportunities for cooperative work in environmental microbiology. Qualified applicants should arrange to have curriculum vitae, transcripts, reprints of three to five representative publications, three letters of recommendation, and a statement of teaching experience forwarded by 28 February, 1987. Dr. O.W. Grund, Professor of Biology, Department of Biology, Acadia University, Wolfville, Nova Scotia, B0P 1X0 Canada. In accordance with Canadian immigration requirements, priority must be given to Canadian citizens or permanent residents of Canada. Acadia University is an equal opportunity employer.

MOUNT ALLISON UNIVERSITY. Department of Biology. Applications are invited for two sabbatical replacement positions at the rank of Lecturer. Assistant Professor or Associate Professor. Candidates will be expected to teach both Introductory Biology and upper level biology courses. Rank and salary dependent on qualifications. The positions will be filled effective July 1, 1987. Salary ranges are: Lecturer $24,103 - $34,995, Assistant Professor $26,689 - $41,300; Associate Professor $35,568 - $57,924. Applications, including a complete curriculum vitae, a list of courses you could teach or contribute to, and three letters of reference, should be sent to: Dr. C.G. Paterson, Acting Head, Department of Biology, Mount Allison University, Sackville, New Brunswick E0A 3C0. Closing date for receipt of applications is February 1, 1987. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY. Department of Biology. Applications are invited for a two year term position at the rank of Assistant Professor or Associate Professor starting July 1, 1987, for an individual with teaching and research interests in the areas of aquatic entomology, ecology and evolutionary biology. Ph.D. and teaching experience required. 1987-88 salary ranges are Assistant Professor $26,689 - $41,300; Associate Professor $35,568 - $57,924. Applications, including a complete curriculum vitae and three letters of reference, should be sent to: Dr. C.G. Paterson, Acting Head, Department of Biology, Mount Allison University, Sackville, New Brunswick E0A 3C0. Closing date for receipt of applications is February 1, 1987. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Post-Doctoral Fellowship in Molecular Biology and/or Recombination. Applicants should have a good background in molecular biology and, preferably, should expect to receive their Ph.D. degree in the near future. The research projects are more biochemical than genetic, but opportunities for interaction with other departments on campus will be encouraged. Successful applicants will be supported by the Alberta Heritage Foundation for Medical Research. The starting salary is $22,235 p.a. Please apply to A. Richard Morgan, Professor of Biochemistry, Biochemistry Department, University of Alberta, Edmonton, Alberta, T6G 2H7

UNIVERSITY OF GUELPH. School of Human Biology. The School of Human Biology at the University of Guelph invites applications for a tenure-track position at the Assistant Professor level. The person we are seeking is a Ph.D. or equivalent with an active research programme in an area compatible with the School's current basic research activities. The successful candidate's responsibilities will include teaching of Undergraduate and Graduate Courses in Ergonomics with emphasis on the biological basis of the science, supervision of Graduate Students and pursuance of an independent research programme. The School of Human Biology is in a phase of growth and interactive development. The School's strengths group themselves into the two general areas of (1) Human Applied Physiology and Structure-function Relationships and (2) Human Evolutionary Biology, Development and Morphology. Specific current research interests include Neurophysiology of Motor Control, Muscle Metabolism, Cardiovascular and Pulmonary Physiology, Quantitative Biomechanics, Ergonomics, Physical Anthropology, Morphology, Human and Medical Genetics, Biological Basis of Behaviour. Applications for this position (which is subject to budgetary approval) should include a curriculum vitae and names of 3 referees. Applications, which will be accepted until 1st March 1987 or until the position is filled, should be sent to: Dr. Stan R. Blecher, MD, FCCMG, Professor and Director, School of Human Biology, University of Guelph, Guelph, Ontario, N1G 2W1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

TRENT UNIVERSITY. Biology. Applications are invited immediately for a one limited term sabbatical replacement position at the Assistant Professor level, effective 1 July, 1987. Requirement for the position is a Ph.D. in a biological science. Preference will be given to those with a background in plant ecology and physiology, and strong interests in research and teaching. Applicants will be required to participate primarily in undergraduate courses in ecology and genetics. Curriculum vitae and 3 letters of reference should be sent to the Chairman, Search Committee, Department of Biology, Trent University, Peterborough, Ontario K9J 7B8, by February 27, 1987. In accordance with immigration regulations, this advertisement is directed to Canadian citizens and permanent residents

BUSINESS

TRINITY WESTERN UNIVERSITY. Business. a) Position - Full Professor, b) Qualifications - Ph.D. required plus extensive teaching experience in a Christian college context and some practical business experience. c) Teaching Marketing, Business Law, Management and Advertising and with ability to integrate one's discipline with a biblical Christian faith. d) Write to - Dr. Kenneth R. Davis, Dean, Trinity Western University, 7600 Glover Rd., Langley, B.C., Canada, V3A 4R9. Trinity Western University has an evangelical Christian orientation, is chartered by the province of British Columbia and grants B.A., B.Sc., and B.Ed. degrees at Opening to September, 1987

BUSINESS ADMINISTRATION & COMMERCE

BROCK UNIVERSITY. School of Administrative Studies Department of Management and Marketing. Applications for tenure track and limited term appointments are invited in Business Policy, Computing and Management Information Systems, Operations Management, and; Human Resources Management Ph.D in Business Administration or DBA preferred but ABD candidates expecting to complete by September 1988 will also be considered. Second career candidates with MBA and several years of senior management experience are invited to apply for term appointments. Our honours B.Admin. program, offered jointly with the Department of Accounting and Finance, is aimed at developing candidates for general management careers. Emphasis is place on quality teaching supportive of the general management philosophy. Send your application to Howard W. and addresses of three referees by 30 January 1987 to: Dr. E. Uniurbe-Rojo, Chairperson, Department of Biology, Saint Mary's University, Halifax, Nova Scotia, Canada B3H 3C3

UNIVERSITY OF GUELPH. School of Human Biology. The School of Human Biology at the University of Guelph invites applications for a tenure-track position at the Assistant Professor level. The person we are seeking is a Ph.D. or equivalent with an active research programme in an area compatible with the School's current basic research activities. The successful candidate's responsibilities will include teaching of Undergraduate and Graduate Courses in Ergonomics with emphasis on the biological basis of the science, supervision of Graduate Students and pursuance of an independent research programme. The School of Human Biology is in a phase of growth and interactive development. The School's strengths group themselves into the two general areas of (1) Human Applied Physiology and Structure-function Relationships and (2) Human Evolutionary Biology, Development and Morphology. Specific current research interests include Neurophysiology of Motor Control, Muscle Metabolism, Cardiovascular and Pulmonary Physiology, Quantitative Biomechanics, Ergonomics, Physical Anthropology, Morphology, Human and Medical Genetics, Biological Basis of Behaviour. Applications for this position (which is subject to budgetary approval) should include a curriculum vitae and names of 3 referees. Applications, which will be accepted until 1st March 1987 or until the position is filled, should be sent to: Dr. Stan R. Blecher, MD, FCCMG, Professor and Director, School of Human Biology, University of Guelph, Guelph, Ontario, N1G 2W1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

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KANATIA

CAUT Insurance Trust, P.O. Box 3528, Station C, Ottawa, Canada K1Y 4G1

Administrateur de l'Assurance de l'ACPU, C.P. 3528, succursale C, Ottawa, Canada K1Y 4G1.

l'ACPU/Assurance Collective

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1. ASSURANCE-VIE jusqu'à $300,000.
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4. RÉGIME D'ASSURANCE EFFETS PROFESSIONNELS livres, ordinateurs, etc.

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Veuillez, s'il vous plait, me faire parvenir les renseignements complets sur les régimes d'assurance de l'A.C.P.U.

Name/Nom _____

Address/Adresse _____

City/Ville _____ Province _____ Code _____

Proul, Chairman, Department of Management and Marketing, Brock University, St Catharines, Ontario, L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY. Department of Commerce. Applications are invited for a probationary appointment at the rank of assistant professor or associate professor in the areas of Marketing, Organizational Behaviour, Personnel Management and Business Policy. Applicants should hold a Ph.D. in one of the above areas or an MBA with considerable experience. Duties include undergraduate teaching in one or more of the above areas. The position will be filled effective July 1, 1987. 1985-86 salary ranges are: Assistant Professor $26,368 - $38,002; Associate Professor $32,729 - $52,242. Applications, including curriculum vitae and the names of three referees, should be sent to: Roger Wehrli, Head, Department of Commerce, Mount Allison University, Sackville, New Brunswick, E0A 3C0. Closing date for receipt of applications is January 1, 1987. In accordance with Canadian immigration requirements, priority will be given to qualified Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. L.I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF WATERLOO. Business Administration. Accounting - Applications are invited for faculty positions from those with teaching and research interests in (i) financial accounting (ii) management accounting (iii) information systems. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1987 or by arrangement. Appointment is available effective until filled. Send resumes to Dr. Jack R. Hanna, Chairman, Accounting Group, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to act in accordance with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Applications from women candidates are particularly welcome.

WILFRID LAURIER UNIVERSITY. School of Business & Economics. Applications are invited for teaching positions in the areas of Accounting, Finance, Human Resources, Marketing, Operations Management & Quantitative Business Analysis, and Introductory Policy for the 1987-88 academic year. Qualifications: Lecturer up to Associate Professor. Duties: Undergraduate and graduate teaching. Applications accepted until position is filled and are subject to budget approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Send applications to: Dr. Hugh Mackenzie, Acting Dean of Business, School of Business & Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

UNIVERSITY OF TORONTO. Scarborough Campus. Commerce. Applications are invited for a tenure-stream opportunity in the area of Organizational Behaviour/Human Resource Management and/or International Business/Management. PhD required. Preference will be given to applicants with strong research and teaching potential. Must be effective in undergraduate teaching. Post appropriate administrative leadership role in developing an International business focus in downstream staffing. Contribution to graduate program is expected. Salary and rank dependent on research capability, area of specialization, and leadership potential. Send applications with curriculum vitae and the names of three referees by January 31, 1987 to: Professor J.R. Mitton, Chairman, Division of Social Sciences, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, Canada, M1C 1A4. This position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in the first instance. Both men and women are invited to apply.

LAURENTIAN UNIVERSITY. Commerce and Administration. Tenure-track positions in Finance and in Business Policy are available effective July 1, 1987. These are senior level appointments. A Ph.D. degree in a relevant discipline and evidence of research activity required. Bilingualism (french and english) is an asset. Successful candidates will be required to teach at both the graduate and undergraduate level. Vacancies also exist in the above areas in the specialized administration degree programme. Laurentian University is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and landed immigrants. Letters of application, including detailed curriculum vitae should be addressed to: Dr. David Gillingham, Director, School of Commerce and Administration, Laurentian University, Ramsey Lake Road, Sudbury, Ontario, P3E 2C6. Closing date: March 31, 1987.

UNIVERSITÉ LAURENTIENNE. Commerce et Administration. Programme de baccalauréat en commerce. L'École de commerce et d'administration de l'Université Laurentienne est à la recherche de professeurs pour les disciplines suivantes: Comptabilité; Gestion des opérations; Finance et contrôle; Méthodes quantitatives de gestion; Politique générale; Gestion des ressources humaines. Qualifications: Les candidats devront posséder un doctorat ou l'équivalent avec expérience dans la discipline ou une discipline connexe. Les devoirs normaux incluent l'excellence en enseignement et recherches universitaires ainsi qu'en utilisation de la micro-informatique. Entrée en fonction: le 1er juillet 1988. Traitement: Selon la convention collective en vigueur. L'Université Laurentienne applique le principe d'égalité d'emploi. En vertu des règlements concernant l'immigration au Canada, cette annonce s'adresse en premier lieu aux personnes qualifiées citoyennetés canadienne ou le statut d'immigrant reçu. Prière de faire parvenir votre demande, accompagnée d'un curriculum vitae à l'adresse suivante: David W. Gillingham, Directeur, École de commerce et d'administration, Université Laurentienne, Ramsey Lake Road, Sudbury (Ontario) P3E 2C6. Tél: (705) 675-1151, poste 2123.

UNIVERSITY COLLEGE OF CAPE BRETON. Business Administration. 1. Assistant Professor. 2. Ph.D., M.B.A. 3. Undergraduate teaching positions in the following areas: Marketing, Marketing with Organizational Behaviour. Salary commensurate with qualifications and experience. 5. Apply: Dr. Donald G. Robertson, Chairman, Dept. of Management and Administration, University College of Cape Breton, P.O. Box 5300, Sydney, N.S., B1P 6L2. 6. Effective date July 1, 1987 or September 1, 1987. 7. Deadline: When filled.

CHEMISTRY

CARLETON UNIVERSITY. Chemistry. The Chemistry Department at Carleton University has two positions, subject to budgetary approval, for a senior Faculty Member in Chemical Physics to complement our current activities in Laser Spectroscopy and in Reactive Dynamics Theory. The applicant should be unusually capable in the experimental methods of molecular physics and in molecular beam techniques, low intensity I.R. spectroscopy, computer collection of data and high vacuum. The successful applicant will be expected to supervise graduate students and to assume a normal load of teaching in Physical Chemistry and related areas. The appointment will be effective 1 July 1987 or later by agreement. Prospective applicants should send a resume and list of references to: Professor R.R. Wiles, Chairman, Department of Chemistry, Carleton University, Ottawa, Ontario, Canada, K1S 5B6. In accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is open to both men and women.

ROYAL MILITARY COLLEGE OF CANADA. Department of Chemistry and Chemical Engineering. Applications are invited for a tenure track faculty position at the Assistant Professor level. The successful candidate will be required to teach in English at the undergraduate and graduate levels, and to conduct research. Preference will be given to candidates with research interests in Organic Chemistry or Physical/Organic Chemistry of Polymers. Candidates in related fields are encouraged to apply. A Ph.D. or equivalent is required. The appointment will be effective July 1st, 1987, and the competition will close as soon as a satisfactory candidate has been found. Salaries are competitive and in accordance with professional qualifications and experience. Fringe benefits and official languages would be an advantage. The position is open equally to male and female candidates. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please send a detailed curriculum vitae of research interests and the names and addresses of three referees to: Dr. R.F. Mann, Head, Department of Chemistry and Chemical Engineering, Royal Military College of Canada, Kingston, Ontario, K7K 5L0. Pour obtenir une version française de cette annonce, s'adresser à Dr. N. Gauthier, Adjoint au principal.

UNIVERSITY OF ALBERTA. Faculty Position Inorganic Chemistry. The Department of Chemistry of the University of Alberta invites applications for a tenure track Assistant Professor position in the area of Inorganic Chemistry. The appointee is expected to have a Ph.D. and to carry out an active and innovative research program. The Department has an equally innovative program for graduate students with a strong commitment to research which is supported by a full range of Departmental facilities and includes high field nmr spectrometers, mass spectrometers, electronics, machine and glassblowing shops. The salary range is $31,612 to $45,340. The appointment is effective July 1, 1987. The University of Alberta is an equal opportunity employer, but, in accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a complete curriculum vitae, research proposal, and the names of at least three referees, should be sent before February 1st to: Robert B. Jordan, Chairman, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2G2.

UNIVERSITY OF NEW BRUNSWICK. Department of Chemistry. Applications are invited from qualified candidates for an NSERC University Research Fellowship position in inorganic chemistry. Outstanding candidates from any area of inorganic Chemistry will be considered, though preference will be given to a person with a distinct research interest complementing those of the department. Candidates must hold the Ph.D. degree, preferably obtained within the last five years, and must be Canadian citizens or legal residents of Canada at the time of nomination by the University. Holders of the Fellowship will be remunerated at the level of Assistant Professor. During the term of the URF appointment several vacancies due to retirements are expected within the department. The person appointed will be expected to fill one of these positions at that level. Applicants should send a resume, an outline of proposed research, and the name of three referees to: Dr. W.V.F. Brooks, Chairman, Department of Chemistry, University of New Brunswick, Bag Service 45222, Fredericton, New Brunswick, Canada, E3B 6E2.

UNIVERSITY OF TORONTO. Department of Chemistry. Postdoctoral Research Positions. Applications are invited from qualified candidates for one year appointments as Postdoctoral Research Fellows in any area of chemistry. Stipends will be at NSERC rates and will be determined by qualifications and experience. Please send curriculum vitae, transcripts and letters from three referees to the undersigned, from whom further particulars may be obtained. Professor S.G. Whittington, Chairman, Department of Chemistry, University of Toronto, Toronto, Ontario, Canada M5S 1A1.

UNIVERSITY OF TORONTO. ERINDALE CAMPUS. Department of Chemistry. The University of Toronto is seeking applications for the position of Assistant Professor of Chemistry (tenure-stream). The appointment will be effective July 1, 1987, subject to budgetary approval. Present base salary: $27,000. The successful candidate will be expected to conduct an active and innovative research programme at the Erindale Campus and to teach at both the undergraduate and graduate level. Applicants should possess a Ph.D. with a strong academic background and an excellent research record in physical chemistry in areas such as, but not limited to, biological organic chemistry, biosynthesis, protein structure and function, nucleic acid chemistry or other areas at the chemistry-biology interface. Applications, consisting of a curriculum vitae, an outline of research interests, and the names and addresses of three referees, should be sent as soon as possible and no later than January 15, 1987 to: Professor W.G. Whittington, Chairman, Department of Chemistry, University of Toronto, Toronto, Ontario, M5S 1A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply for positions.

CHILD STUDIES

BROCK UNIVERSITY. Child Studies Program. The Child Studies program at Brock University, St. Catharines, Ontario, invites applications for a tenure stream position. Qualified applicants should have a Ph.D. in developmental psychology or related fields, an active research program and experience in offering courses in developmental psychology and research methods. Expertise in observational techniques would be desirable. The appointment will begin July 1, 1987, pending budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send their curriculum vitae to: Dr. Sid Segalowitz, Director, Child Studies Program, Brock University, St. Catharines, Ontario, L2S 3A1. Brock's Child Studies program at Brock is an interdisciplinary program involving faculty for the Departments of Psychology, Sociology, Education and Physical Education.

CHINESE

UNIVERSITY OF VICTORIA. Chinese Studies. The Centre for Pacific and Oriental Studies, University of Victoria, invites applications for a sessional position in Chinese studies for the period September 1, 1987 - April 30, 1988. Teaching duties: courses in chinese intellectual history (confucianism and legalism) and upper-level chinese language. Candidates should have Ph.D. (exceptionally, strong ABD candidate only), demonstrated teaching ability, and native or near-native ability in standard mandarin. Canadian immigration regulations now require the university to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Candidates should submit a current curriculum vitae and have three letters of reference forwarded to: Daniel Bryant, Director, Centre for Pacific and Oriental Studies, University of Victoria, P.O. Box 1700, Victoria, British Columbia, V8W 2Y2. Deadline: February 28, 1987.

UNIVERSITY OF MANITOBA. Chinese Language and Culture. The Faculty of Arts of the University of Manitoba invites applications for a term position (subject to budgetary approval) in Chinese language and culture beginning July 1, 1987, with early appointment preferred. Applicants should have a Ph.D. and preferably language teaching experience. The successful candidate will be expected to teach elementary, intermediate/advanced Chinese and/or Chinese culture, literature, history or philosophy. The position is for three years. Candidates should also include a five to ten minute taped conversation of himself/herself in Chinese as well as mention of the opposite sex. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Closing date for applications is February 28, 1987. Applications should send their vitae, and names and addresses of three referees to Dean John Finlay, Faculty of Arts, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

CLASSICS

MOUNT ALLISON UNIVERSITY. Department of Classics. Applications are invited for a probationary appointment, subject to budgetary approval, in the rank of assistant professor. Applicants should have a Ph.D. In a relevant discipline and demonstrated excellence in teaching at the undergraduate level. A special interest in classical art and archeology and/or Latin is desirable. The successful candidate will teach a variety of courses in Classical Civilization and/or Latin language. This position will be filled July 1, 1987. The salary range in 1987-88 for assistant professor is $26,368 - $41,300. Applications, including a curriculum vitae and names of three referees, should be sent to Dr. Ivee Dyer, Chairman, Department of Classics, Mount Allison University, Sackville, New Brunswick E0A 3C0. Closing date for receipt of applications is March 31, 1987. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINNIPEG. Classics. The Department of Classics in the University of Winnipeg invites applications for a one-year replacement position in 1987-1988 at the rank of Assistant Professor. The successful candidate will be teaching Latin and Greek and general Classical Civilization courses. Candidates should have completed all but the final completion of the Ph.D. While the replacement position is subject to budgetary approval, there is a possibility that the successful candidate will have an opportunity to take up a second sessional appointment in 1988-1989. In accordance with Canada Immigration requirements, this notice is directed to Canadian Citizens and permanent residents of Canada in the first instance. Application, including a curriculum vitae and the names of three referees, should be sent to Dr. Iain McDougall, Department of Classics, University of Winnipeg, Winnipeg, Manitoba, R3B 2E9. The closing date for applications is February 28, 1987.

QUEEN'S UNIVERSITY. Classics (Two positions). The Department of Classics at Queen's University will have two openings for tenure-track appointments/appointments at the Lecturer or Assistant Professor level for the period September 1, 1987 to August 31, 1988. Candidates should have the choice of having the Ph.D. or equivalent. Duties will include teaching well-established large introductory courses in Classical Civilization, intermediate and advanced courses as required, and possibly some Classics in Translation. Some experience in Greek and Roman Archaeology would be an advantage. Teaching loads will amount to 2 1/2 courses (three hours per week in the fall and winter terms). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates of both sexes are equally encouraged to apply, and should send a dossier or curriculum vitae, together with the names of three referees to: Professor R.S. Kilpatrick, Head, Department of Classics, Queen's University, Kingston, Ontario K7L 3N6. Applications will be accepted until Dec. 15, 1986. Applicants should have a Ph.D. and preferably language teaching experience. The successful candidate will be tested in confidence, should be addressed to Dr. N.O. Nielsen, Dean, Ontario Veterinary College, University of Guelph, Guelph, Ontario N1G 2W1. Appointment is subject to final budgetary approval.

CLOTHING AND TEXTILES

UNIVERSITY OF MANITOBA. Clothing & Textiles. The Department of Clothing and Textiles at the University of Manitoba invites applications for a 2-3 year Term position at the rank of Assistant Professor effective July 1st 1987 or as soon as possible thereafter in the area of making, design, consumer behaviour, economics or manufacturing aspects of textiles and apparel. Responsibilities include teaching in both undergraduate and graduate programs, involvement in the Department's liaison with business, government and industry, direction of M.Sc. theses and pursuit of academic research activities. Applicants should possess a Ph.D or equivalent with demonstrated potential ability for teaching and research at the University level. Experience with business and/or industry is desirable. Knowledge of the Canadian marketplace is desirable. Salary will be commensurate with qualifications and experience. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications, curriculum vitae and names of three referees should be sent to Professor M.E. Tyschkiewicz, Acting Head, Department of Clothing and Textiles, Faculty of Human Ecology, University of Manitoba, Winnipeg, Canada R3T 2N2. (Phone: 204-474-8839).

UNIVERSITY OF ALBERTA. Clothing & Textiles. Associate Professor, Spring Session. Applicant must have Ph.D. degree and both teaching and research experience in the area of functional clothing design. Required to teach Graduate Course "Clothing Systems for Cold Environments", May 25 to June 5, 1987. Salary $3,371. Application with c.v., transcripts and names of 3 referees should be sent to: Dr. D. Crown, Chairperson, Clothing and Textiles Department, U. of Alta., Edmonton, T6G 2H4, before Feb. 1, 1987. The University of Alberta is an equal opportunities employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

COMPUTER SCIENCE

QUEEN'S UNIVERSITY AT KINGSTON. Department of Electrical Engineering. Applications are invited for a new tenure-track position in the Computer Engineering program of the Department. Applicants should have expertise in one or more of the following areas: microprocessors; computer architecture and systems; computer communications and networks, VLSI and digital systems design. Basic duties will include undergraduate and graduate teaching, research and participation in the department program and participation with other staff in the academic and administrative affairs of the Department. Salary and rank will be commensurate with qualifications and experience. A Ph.D. degree is required. Candidates of both sexes are equally encouraged to apply. This tenure-track position is provided by the Queen's University National Scholars Program which is designed to recruit and promote the highest standard of excellence. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send a detailed career summary with names and addresses of three referees to: Dr. Allison Head, Department of Electrical Engineering, Queen's University, Kingston, Ontario, K7L 3N6. Please quote reference number Q-87.

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Computer Science. Applications are invited for tenure track faculty positions in the Department of Computer Science of the Technical University of Nova Scotia. Duties will include teaching of senior undergraduate and graduate courses, supervision of graduate student research, and research in the areas of computer organization and architecture, database systems, artificial intelligence, VLSI or CAD. The School offers the final two years of a 4-year university program leading to a B.Sc. degree in B. Comp. Science. There are also graduate programs. There are opportunities for cooperation with various centres, in particular with Dalhousie Microelectronics Institute and the Nova Scotia CAD/CAM Centre. Applicants should have a Ph.D. and preferably some publications although an appropriate area of specialization. Salary is dependent on rank and experience in accordance with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. Applications for Senior Lecturer and Assistant Professor positions should be addressed to: Dr. David Gillingham, Director, School of Computer Science, Technical University of Nova Scotia, P.O. Box 1000, Halifax, N.S. B3J 2X4.

UNIVERSITY OF ALBERTA. Department of Computing Science. Applications are invited for a Faculty Service Officer, which is a full time academic position, as Director of Instructional Laboratories, in the Department of Computing Science. Responsibilities include the planning and supervision of instructional laboratories and the promotion of innovations in instructional methodology. Candidates should have considerable relevant academic experience: curriculum planning, teaching experience, course development and supervisory experience. An M.Sc. is mandatory but a Ph.D. in Computing Science, is preferred. Salary will be commensurate with qualifications and experience. Current salary floor is $39,620. Departmental instructional laboratory facilities currently include Cross University Interchange Bus connected to the University Amdahl 5670 mainframe computer, three MacIntosh PC Labs equipped standalone or connected to the mainframe, a logic lab, and a micro-computer lab. A VAX 11/780 is largely devoted to several undergraduate courses, running under a UNIX operating system. Applications, including a detailed resume and the names of three academic references should be submitted to: Dr. Lee J. White, Chairman, Department of Computing Science, University of Alberta, Edmonton, Alberta, T6G 2H1. The closing date for applications is April 30, 1987 or earlier if a qualified candidate is found. The University of Alberta is an equal opportunity employer.

UNIVERSITY OF ALBERTA. Department of Computing Science. The Department of Computing Science is undergoing an extensive expansion in research initiatives. Applications are invited for four tenure-track positions at the Assistant/Associate Professor level. Responsibilities include research as well as teaching at the graduate and undergraduate levels. Candidates from all areas will be considered. Current hardware support includes an Amdahl 5870, a network of VAX11/780's and well equipped microcomputer and workstation laboratories for graphics, VLSI, and AI research. Access to a CRAY X-MP/48 is available. Salary range is $31,612 to $50,630 and is commensurate with qualifications and experience. Send curriculum vitae, names of three references, and up to three reprints or papers. New Ph.D.'s should also include a copy of their transcript. Apply to: Dr. Lee White, Chairman, Department of Computing Science, University of Alberta, Edmonton, Alberta, T6G 2H1. Applications will be accepted until April 30, 1987. The University of Alberta is an equal opportunity employer.

UNIVERSITY OF LONDON UNIVERSITY. Computer Science. Applications are invited for two one-year replacement positions (subject to budgetary approval) at the rank of assistant professor, beginning July 1, 1987. Applicants should hold a Ph.D. in computer science or an M.Sc. in computer science and be active in mathematically related area. Duties include undergraduate teaching and research. Computing facilities include an IBM S/370 Model 4361 with vector facility. Access to an IBM S/370 Model 3090D (with vector facility). Salary range for assistant professor is $26,368 to $41,300. Applications, including a curriculum vitae and the names of three referees, should be sent to: E.M. Tory, Head, Department of Mathematics and Computer Science, Mount Allison University, Sackville, New Brunswick E0A 3C0. Closing date for receipt of applications is January 31, 1987. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY. Computer Science. Applications are invited for a tenure-track position at the rank of assistant professor, associate professor or professor in Computer Science. Applicants should hold a Ph.D. in computer science or an M.Sc. in computer science and a Ph.D. in mathematics, mathematical physics or a similar area. Duties include undergraduate teaching, research and contributions to the general activities of the department. This tenure-track faculties include an IBM S/370 Model 4361 (on site) and access to an IBM S/370 Model 3090E (with vector facility). Salary ranges for 1987-88 are $26,689 - $41,300 for assistant professor, $35,568 - $57,924 for associate professor, and $44,740 - $69,962 for professor. Applications, including a curriculum vitae and the names of three referees, should be sent to: Dr. E.M. Tory, Head, Department of Mathematics and Computer Science, Mount Allison University, Sackville, New Brunswick E0A 3C0. Closing date for receipt of applications is January 31, 1987. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Computer Science Faculty positions at the University of Waterloo invites applications for faculty positions at all ranks. A Ph.D. in Computer Science is required, with evidence of outstanding research accomplishment or potential. All areas will be considered. Salary according to experience. Applications from women candidates are particularly welcome. Applications should include a curriculum vitae and the names of three references and should be directed to: Dr. Owo Oshoba, Chairman, Recruiting Committee, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, preference must be given to Canadian citizens and permanent residents of Canada. **SIMON FRASER UNIVERSITY. School of Computing Science.** Applications are invited for several junior and senior level tenure track positions from all areas of specialization in Computing Science. The School has a special interest in Graphics, Software Engineering, Distributed Systems, VLSI Design, Artificial Intelligence, Database Systems, Computing Engineering, and Theoretical Computing Science. A Ph.D. in Computing Science (or equivalent) is required. Candidates with prior experience should have a record of research and publications, graduate stu-

dent supervision and teaching. Responsibilities will include teaching at the graduate and undergraduate levels, research, and the usual administrative activities. Simon Fraser University is situated on the top of Burnaby Mountain and serves 12,000 students. Lying just east of Vancouver, the site commands magnificent views of Burrard Inlet, the mountains, the Fraser River, and Greater Vancouver Harbour. This Lower Mainland area of British Columbia is unique in Canada for its mild climate and varied recreational facilities. The School of Computing Science, one of the largest in Western Canada, has over 20 faculty members and offers a B.Sc. and M.A. degree in Computing Science, B.Sc. honours degree in Digital Systems Design, and M.Sc. and Ph.D. degree in Computing Science. The School currently has over 600 majors and 70 graduate students. Computing Science operates several gateway local area ethernets in conjunction with the Laboratory for Computer and Communications Research. These LANs range from several VAXes, over 30 SUNs, 2 IRIS workstations, an IIS image processing system, 2 LISP machines, and numerous other equipment and specialized (VLSI) laboratories. The University operates a central computing facility including IBM 3081 and 4341 and a raster-scan graphics facility available for faculty research. Preference will be given to candidates who are eligible for employment in Canada at the time of application. Positions are subject to budgetary authorization. Applications will be accepted until positions are filled. To apply, send a curriculum vitae and the names of three referees to: Chairman of the Search Committee, School of Computing Science, Simon Fraser University, Burnaby, British Columbia, V5A 1S6, Canada. **THE UNIVERSITY OF WESTERN ONTARIO. Department of Computer Science.** Applications are invited for two tenure track positions at the rank of Assistant or Associate Professor in the Department of Computer Science. The Department offers BSc (accredited by the Canadian Information Processing Society), MSc and PhD degrees in Computer Science. Research areas include: artificial intelligence, computer vision, computer security, design and analysis of algorithms, formal languages and automata, image processing, medical imaging, numerical analysis and software engineering. The Department has in-house facilities (3 VAXes), a 24-SUN 350 network with file servers and diskless ws. Faculty and graduate students, a variety of micros, graphics terminals, 2 OR-CATECH 3050 and a COSMOS imaging machine. The Department has an access on-campus facilities such as a DEC-1091, 3 Cyber 825, a VAX 8600 and an IBM 4341. Preference will be given to candidates with a PhD (or equivalent research experience) in computer networks and architecture, VLSI engineering, graphics interfaces, expert systems and medical imaging. The appointments are subject to budget approval. Applications and curriculum vitae, including names of three references and up to three papers, should be sent, not later than March 1, 1987 to: Professor I. Gargantini, Chairmen, Department of Computer Science, The University of Western Ontario, Middlesex College, London, Ontario, Canada, N6A 5B7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada. An Equal Opportunity Employer.

McMASTER UNIVERSITY. Department of Computer Science and Systems. Applications are invited for one tenure-track position at the level of Associate Professor. Candidates should have a well demonstrated extensive teaching ability, successful Ph.D supervision, and have a proven research record. Candidates should be competent in modern algebra and have expertise in the application of algebraic techniques in computer science. Furthermore, candidates should have an international reputation in the area of parallel systems to strengthen a departmental research program in this area. Responsibilities include teaching at undergraduate and graduate levels, and research. Salary is competitive, commensurate with qualifications and experience. Starting date: July 1, 1987. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Please send curriculum vitae and arrange for three letters of reference to be sent by February 13, 1987 to: Peter E. Lauer, Chairman, Department of Computer Science and Systems, McMaster University, Hamilton, Ontario, Canada, L8S 4K1.

UNIVERSITY OF VICTORIA. Department of Computer Science. Applications are invited for tenure-track positions at all levels to commence July 1, 1987. Applicants should have a Ph.D. in Computer Science or equivalent research experience. The Department has fourteen full-time faculty, with several additional positions planned for the near future. It offers graduate and undergraduate degrees in Computer Science and maintains an active research programme. The main research areas are programming languages, compilers, software engineering, distributed computing, fault detection, theory of computation, optical intelligence, and numerical methods. The computing facilities available for instructional and research support currently include a VAX 11/750, a VAX 11/780, a Pyramid 90X, ten SUN workstations, microcomputer laboratories with a variety of small systems, as well as the University IBM 3083 system. Also associated with the Department is the Software Engineering Laboratory established by a cooperative agreement between IBM Canada and the University of Victoria to advance the state of the art in software engineering. The City of Victoria, situated on the southern tip of Vancouver Island, has a population of over 200,000. It enjoys one of the most delightful environments in North America. The climate is temperate and all kinds of outdoor activities, from marine to mountain, are popular and can be pursued year round. Applicants should send curriculum vitae and the names of three referees to: Dr. Jon C. Muzio, Chairman, Department of Computer Science, University of Victoria, P.O. Box 1700, Victoria, B.C., Canada, V8W 2Y2. Applications will be accepted until February 15, 1987. Further information is available through electronic mail: (jmuzio%uvunix.uvic.cdn@ubc.csnet or jmuzio@uvunix.bitnet) or from the Department, (604) 721-7220. Canadian immigration regulations require that the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants.

CONCORDIA UNIVERSITY. Computer Science Department. Applications are invited for Visiting Faculty, Post-Doctoral and Research Associate positions in all areas of Computer Science. Applicants should have a Ph.D. degree in computer science or related field with a good research record. The Department currently has 25 full-time professors and offers both undergraduate and graduate programs up to the Ph.D. level with an enrolment of over 1000 students. The language of instruction is English. Experimental facilities include a VAX 11/750, SUN workstations, PCs, and INTEL 310s. Available shared facilities include a VAX 8500 and a CDC Cyber 835, plus undergraduate teaching machines. Applications should be accompanied by at least three references to: Dr. T.D. Bui, Chairman, Department of Computer Science, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CULTURAL STUDIES

TRENT UNIVERSITY. Culturel Studies. The Cultural Studies Programme, an Honours undergraduate interdisciplinary degree which draws together the study and practice of social and cultural theory, communication, film, visual art, drama, music and comparative literature, seeks applications for a tenure stream position from candidates with teaching experience and research interests in one or more of these areas. Candidates should have a Ph.D. or equivalent. The position would be at the Assistant level; salary would be commensurate with qualifications and experience and would commence 1 July, 1987. Applications, with the names of three referees, should be sent to Professor A. Wernick, Chair, Cultural Studies Programme, Trent University, Peterborough, Ontario, K9J 7B8 by January, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DANCE

SIMON FRASER UNIVERSITY. Centre for the Arts. Applications for a position in the Arts at Simon Fraser University will appoint a Lecturer in Dance, for a two year renewable term. Primary responsibilities will include teaching contemporary dance technique, improvisation and composition. Other responsibilities may include: student advising, production, direction and assigned administrative duties such as coordinating the summer residencies. Qualifications for the position should have a strong teaching interest as well as substantial training and experience in contemporary dance. Additional qualifications in ballet or ballet dance related academic areas such as history, aesthetics, Laban Movement Analysis are desirable. Applicants should be prepared to accept faculty responsibilities within an interdisciplinary Fine and Performing Arts department, duties to begin January 1987. Preference will be given to candidates eligible for employment in Canada at the time of application. Subject to budgetary authorization. Interim candidates have been identified. Letters of application, curriculum vitae and names and addresses of three referees should be received by 7 February 1987 and should be sent to: Professor Grant Strate, Director, Centre for the Arts, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6.

DENTISTRY

THE UNIVERSITY OF BRITISH COLUMBIA. Faculty of Dentistry, Preventive and Community Dentistry. Applications are invited for 2 full-time positions, one at the rank of Assistant Professor and one at the rank of Associate Professor, in Preventive and Community Dentistry, Department of Dental Public Health Sciences. The University of British Columbia, Vancouver, Canada. Training and experience in Dental Public Health and experience in Dental Public Health Sciences is necessary. Responsibilities include teaching in and/or coordination of undergraduate dental course involving preventive dentistry at individual patient level, community and public health dentistry and socio-economic aspects of dental practice (including a dental practice management); development of community outreach programmes, and active research for which there are adequate facilities. The Associate Professor position will be tenured or tenure track depending on qualifications and experience. The successful applicant will be responsible for overall direction and coordination of all preventive and community dentistry programmes. The Assistant Professor position will be tenure track. Salaries will be dependent on qualifications and experience. Although The University of British Columbia is an equal opportunity employer, Canadian immigration regulations require this advertisement to be directed to Canadian citizens and permanent residents. The positions are to be filled no later than July 1, 1987. Applicants are requested to forward a letter of application and curriculum vitae. In addition they should arrange for three references to be forwarded independently. Deadline for receipt of material is February 28, 1987. Applications or further enquiries may be directed to: Dr. J.G. Sivertz, Head, Dept. of Dental Public Sciences, Faculty of Dentistry, The University of British Columbia, 2199 Wesbrook Mall, Vancouver, B.C., V6T 1Z7, Telephone: (604) 228-4597.

THE UNIVERSITY OF BRITISH COLUMBIA. Faculty of Dentistry. Department of Clinical Dental Sciences. Applications are invited for a full-time tenure track position as Assistant Professor in the Department of Clinical Dental Sciences with particular interest in the disciplines of operative dentistry and fixed and removable prosthodontics. Completion of an accredited graduate programme in one of the disciplines would be an asset. Responsibilities include teaching in preclinical and clinical courses and active research, for which excellent facilities are available. Starting date is likely to be July 1, 1987. Salary would be negotiable depending on qualifications and experience. Although the University of British Columbia is an equal opportunity employer, Canadian immigration regulations require this advertisement to be directed to Canadian citizens and permanent residents. Applicants are requested to forward a letter of application and curriculum vitae in addition they should arrange for three references to be forwarded independently. Deadline for receipt of material is March 31, 1987. Applications or further enquiries may be directed to: Dr. J.G. Silver, Head, Dept. of Clinical Dental Sciences, Faculty of Dentistry, The University of British Columbia, 2199 Wesbrook Mall, Vancouver, B.C., V6T 1Z7, Telephone: (604) 228-4597.

UNIVERSITY OF MANITOBA. Faculty of Dentistry. Applications are invited for the position of Chairman of the Department of Oral Biology. The Department has four Divisions (Anatomy, Biochemistry, Pathology and Physiology). Candidates should have considerable experience in teaching and research. Preference will be given to candidates with a dental degree and/or external research funding. Rank and salary are commensurate with education and experience of an Associate Professor ($39,620 - $57,236) or Professor (from $50,630 - $73,000). Please indicate potential for external research funding from provincial foundation. Intramural private practice facilities available. The University of Alberta is an equal opportunity employer but in accordance with Canadian immigration regulations this advertisement is directed at Canadian citizens and permanent residents. Send application including a curriculum vitae and the names of three references, no later than February 28, 1987 to: Dean G.W. Thompson, Faculty of Dentistry, University of Alberta, Edmonton, Alberta, T6G 2N8.

EARTH SCIENCES

UNIVERSITY OF WATERLOO. Department of Earth Sciences. Applications are being accepted for a regular faculty position in isotope geochemistry. Candidates should have established a research record, or shown promise of research excellence. Women scientists are encouraged to apply. The professorial rank of the position will depend on the qualifications of the successful candidate. The position requires undergraduate (B.Sc.) and graduate (M.Sc., Ph.D.) teaching, and research in the Department of Earth Sciences. The successful candidate is expected to take responsibility for the Department's isotope laboratories, and will be expected to interact with existing research groups within the Department that utilize isotopic data. The laboratory provides H, C, O and S isotope analyses of mixed biological materials, tritium analysis and radiocarbon dating. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Enquiries or applications with curriculum vitae and the names of three referees should be sent to: Dr. R.G. Roberts, Chairmen, Search Committee, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario, N2L 3G1. The date of the appointment is July 1, 1987, but the University reserves the right to change this date. Closing date for receipt of applications is February 28, 1987.

ECONOMICS

UNIVERSITY OF VICTORIA. Department of Economics. Applications are invited to fill a regular full-time (tenure track) Assistant Professor position effective July 1, 1987. Candidates should have, or almost completed, a Ph.D. in economics with economic history as a principal field. The teaching responsibilities are primarily in Canadian and European economic history. Canadian immigration regulations now require the University to consider applications from Canadian citizens and permanent residents of Canada before proceeding with applications from other persons. Please send applications, curriculum vitae and the names of three referees to: Dr. D. Ferguson, Chairman, Search Committee, Department of Economics, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2 Canada. Closing date for completed applications (including letters from referees) is January 31, 1987. Women are particularly encouraged to apply.

UNIVERSITY OF SASKATCHEWAN. Department of Economics. Assistant, Associate, or Full Professor in Economics. Two tenurable positions are available. While appointments may be in any subfield, our preferences include Macroeconomics, International Economics, Resource Economics, and Econometrics. Candidates for the rank of Assistant Professor should have the Ph.D. in hand or firmly expected by July 1987, and show promise in research and teaching. Those for the rank of Professor or Associate Professor should have a record of significant scholarly research and a commitment to teaching excellence at both the graduate and undergraduate level. Appointment is effective 1 July 1987; salary is commensurate with qualifications and experience. Applications from other Canadian Universities. Interested candidates should send their c.v. and the names of 3 referees to: Professor A.G. Gerrard, Head, Department of Economics, University of Saskatchewan, Saskatoon, Sask. Canada, S7N 0W0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BROCK UNIVERSITY. Faculty Positions in Economics. Applications are invited for 3 tenure track appointments, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. While applications from all fields will be considered, preference will be given to Econometrics, Money and Banking and Economic History. A person with other fields but with a teaching and research interest in Economic History would be welcome. Higher Education. The position is available July 1, 1987. Applicants should have a completed doctoral degree with strong potential for research and scholarly publication in Teaching Effectiveness in Physical Education Applicants should have successful teaching experience in the public schools. Appointment is at the Assistant Professor rank. Applications with full curriculum vitae and names of three referees should be submitted before February 16, 1987, to Dr. David Docherty, Director, School of Physical Education, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF VICTORIA. Faculty of Education. School of Physical Education. Applications are invited for a tenure-track position in the School of Physical Education in the area of Higher Education. The position is available July 1, 1987. Applicants should have a completed doctoral degree with strong potential for research and scholarly publication in Teaching Effectiveness in Physical Education Applicants should have successful teaching experience in the public schools. Appointment is at the Assistant Professor rank. Applications with full curriculum vitae and names of three referees should be submitted before February 16, 1987, to Dr. David Docherty, Director, School of Physical Education, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF VICTORIA. Faculty of Education. Department of Social and Natural Sciences. The Department of Social and Natural Sciences is Intending to make three (3) Assistant Professor tenure-track appointments in Mathematics Education (Secondary), Science Education (Secondary) and Social Studies Education (Secondary). Effective date of appointments will be July 1, 1987. Mathematics Education: A person with an earned doctorate in Mathematics, Mathematics Education or Computer Science. Education: A person with an earned doctorate in Science Education or Curriculum and Instruction. Agenda: Science Education: A person with an earned doctorate in Science Education and Computer Science. Curriculum and Instruction with secondary school biology emphasis is required. Applicants should have recent school teaching experience, a strong background in biology, general science and applications of computers to science education; a commitment to teacher education and professional development; and an active research agenda. Social Studies Education: A person with an earned doctorate in Social Studies Education and Computer Application to social studies education with an elementary school emphasis is required. Applicants should have recent school teaching experience, a strong background in social studies and computer application; a commitment to teacher education and professional development; and an active research agenda. Salary will be commensurate with qualifications and experience. Application: Interested candidates should provide a letter of application clearly indicating desired position, the names of three (3) referees and a comprehensive curriculum vitae before February 16, 1987. Applications should be sent to: Dr. Larry D. Yore, Chairman, Department of Social and Natural Sciences, Faculty of Education, P.O. Box 1700, Victoria, B.C., V8W 2Y2 For further inquiries please call (604)721-7706. In accordance with Canadian immigration requirements, preference is given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF VICTORIA. Faculty of Education. Department of Psychological Foundations in Education. Applications are invited for two tenure-track positions at the Assistant Professor level, effective July 1, 1987. A Ph.D or Ed.D. in Educational Psychology or Psychology and successful classroom teaching are minimal requirements Position 1: Learning and Development: Responsibilities include teaching child and adolescent development, learning, and educational psychology at both the undergraduate and graduate levels, supervision of graduate students, and a demonstrated commitment to research. Position 2: Measurement, Evaluation, and Computer Applications in Education: Responsibilities include teaching measurement and evaluation, computer applications, and statistics at both the undergraduate and graduate levels, supervision of graduate students, and a demonstrated commitment to research. Salary will be commensurate with qualifications and experience. Applications, which should include curriculum vitae, the names of three referees, and reprints of recent publications, should be sent before February 18, 1987 to: Dr. Brian Harvey, Chairman, Department of Psychological Foundations in Education, Faculty of Education, University of Victoria, P.O.Box 1700, Victoria, B.C., V8W 2Y2 In accordance with Canadian immigration requirements, preference is given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF VICTORIA. Faculty of Education. Department of Art & Music Education. Applications are invited for a tenure track position in Music Education at the Assistant Professor rank commencing July 1, 1987. Candidates should possess a graduate degree (preferably the doctorate) in music education and be able to demonstrate successful elementary school teaching experience. The position involves teaching courses in introductory art methods and in conducting, in addition to supervising student teachers and graduate students. Background and expertise in drama education would be desirable. Salary will be commensurate with qualifications and experience. Applicants should forward a complete curriculum vitae together with names of at least three referees before February 16, 1987 to: Dr. R.D McIntosh, Acting Chairman, Department of Art and Music Education, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. In accordance with Canadian immigration requirements, preference is given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF VICTORIA. Faculty of Education. Department of Art & Music Education. Applications are invited for a tenure track position in Music Education at the Assistant Professor rank commencing July 1, 1987 Candidates should possess a graduate degree (preferably the doctorate) in music education and be able to demonstrate successful elementary school teaching experience. The position involves teaching courses in introductory music methods and in advanced methodologies, in addition to supervising student teachers and graduate students. Background and expertise in drama education would be desirable. Salary will be commensurate with qualifications and experience. Applicants should forward a complete curriculum vitae together with names of at least three referees before February 16, 1987 to Dr. R.D. McIntosh, Acting Chairman, Department of Art and Music Education, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. In accordance with Canadian Immigration requirements, preference is given to Canadian citizens and permanent residents of Canada.

NIPISSING UNIVERSITY COLLEGE. Education. Applications are invited for a sabatical replacement position in junior/intermediate methods in education at the rank and salary will be commensurate with qualifications and experience The 1986/87 Assistant Professor scale is from $34,244 to $45,456 (subject to Board approval). Responsibilities include: teaching methods course to primary/junior division students; supervision of practice teaching and participation in the field and research activities of the faculty. May also be required to teach mod s/perme inservice courses for teachers in northeastern Ontario. Minimum requirements for the position are a provincial C certification or equivalent, successful elementary classroom experience with a predominance at the junior/intermediate level, interest in collaborative research and program development in the area of general methodology, and appropriate graduate qualifications (completed Ph.D. residency preferred). The appointment will be effective July 1, 1987. Send application and curriculum vitae with the names of three referees to Dr. D.G Marshall, Dean of Education, Nipissing University College, Box 5002, North Bay, Ontario, P1B 8L7. Application deadline is February 15, 1987 or when a suitable candidate is found. This ad is directed to Canadian citizens and permanent residents.

NIPISSING UNIVERSITY COLLEGE. Education. Applications/nominations are invited for two (possible tenure track) term appointment in early primary/primary methods in education. Rank and salary will be commensurate with qualifications and experience. The 1986/87 Assistant Professor scale is from $34,244 to $45,456 (subject to Board approval). Responsibilities include: teaching of methods course to primary/junior division students; supervision of practice teaching and participation in the field and research activities of the faculty. May also be required to teach mod s/perme inservice courses for teachers in northeastern Ontario. Requirements for the position are provincial teachers certification or equivalent, together with a experience with a predominance at the early primary level, interest in collaborative research and program development in the area of early primary education and appropriate graduate qualifications (completed doctorate residency or equivalent required for possible tenure track appointment). The appointment will be effective July 1, 1987. Send application and curriculum vitae with the names of three referees to Dr. D.G Marshall, Dean of Education, Nipissing University College, Box 5002, North Bay, Ontario, P1B 8L7. Application deadline is February 15, 1987 or when a suitable candidate is found. This ad is directed to Canadian citizens and permanent residents.

NIPISSING UNIVERSITY COLLEGE. Education. Applications are invited for a tenure track position in Foundations in Education. Rank and salary will be commensurate with qualifications and experience. The 1986/87 Assistant Professor Scale is from $32,244 to $45,456 (subject to Board approval). Responsibilities include: teaching one or more of the Psychology, Philosophy or Sociology components of the program, supervision of practice teaching, teaching and supervision of inservice courses for teachers in northeastern Ontario and participation in the field and research activities of the faculty. Candidates will also be required to teach in one of the following areas on a partial overload basis. Education of Native Canadians, Introduction to Practice Teaching, Guidance additional qualification courses, French as a Second Language or Junior/Intermediate History elective. Requirements for the position are successful classroom experience, provincial teachers' certification or equivalent and appropriate graduate tenure track position in Art Education at the Assistant Professor rank commencing July 1, 1987 Candidates should possess a graduate degree (preferably the doctorate) in art education, be a practicing artist and be able to demonstrate successful elementary school teaching experience. The position involves teaching courses in introductory art methods and in ceramics, in addition to supervising student teachers and graduate students Background and expertise in drama education would be desirable Salary will be commensurate with qualifications and experience. Applicants should forward a complete curriculum vitae together with names of at least three referees before February 16, 1987 to Dr. R.D McIntosh, Acting Chairman, Department of Art and Music Education, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. In accordance with Canadian Immigration requirements, preference is given to Canadian citizens and permanent residents of Canada.

NIPISSING UNIVERSITY COLLEGE. Education. Applications are invited for a sabatical replacement position in junior/intermediate methods in education at the rank and salary will be commensurate with qualifications and experience The 1986/87 Assistant Professor scale is from $34,244 to $45,456 (subject to Board approval). Responsibilities include: teaching methods course to primary/junior division students; supervision of practice teaching and participation in the field and research activities of the faculty. May also be required to teach mod s/perme inservice courses for teachers in northeastern Ontario. Minimum requirements for the position are a provincial C certification or equivalent, successful elementary classroom experience with a predominance at the junior/intermediate level, interest in collaborative research and program development in the area of general methodology, and appropriate graduate qualifications (completed Ph.D. residency preferred). The appointment will be effective July 1, 1987. Send application and curriculum vitae with the names of three referees to Dr. D.G Marshall, Dean of Education, Nipissing University College, Box 5002, North Bay, Ontario, P1B 8L7. Application deadline is February 15, 1987 or when a suitable candidate is found. This ad is directed to Canadian citizens and permanent residents.

qualifications (doctorate residency or equivalent required for tenure track appointments). The appointment will be effective July 1, 1987. Send application and curriculum vitae with the names of three referees to Dr. D.G. Marshell, Dean of Education, Nipissing University College, box 5002, North Bay, Ontario, P1B 8L7. Application deadline is February 15, 1987 or when a suitable candidate is selected. This ad is directed to Canadian citizens and permanent residents.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Summer Session. The Ontario Institute for Studies in Education will require sessional instructors during the 1987 Summer Session to teach graduate level courses (subject to budgetary approval) for the Department of Curriculum. Applications are invited for courses in the following areas: Three courses: Reading in the School Curriculum, Language in the School Curriculum; Theory of Second-Language Teaching. Minimum qualifications normally include an earned doctorate in relevant discipline, qualified to teach courses at the master's and doctoral level, record of scholarly research and publication in relevant area, and recognized expertise and demonstrated scholarly productivity. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Forward application, curriculum vitae, by February 13, 1987 to: Dr. Michael Fullan, Assistant Director (Academic), The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Department of Special Education. The Department of Special Education has an opening for a second tenure stream appointment at the Full Professor level to commence July 1, 1987. We are seeking an outstanding researcher with a demonstrated publication record involvement in significant problems and field development in any area of exceptionality in special education. In addition, the candidate must be able to demonstrate excellence in teaching and supervision of graduate students. Applications including an up-to-date vitae and the names of three or more referees, should be submitted by January 30, 1987 to: Dr. Michael Fullan, Assistant Director (Academic), The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK. Faculty of Education. Position: Assistant Professor in English Education Division of Curriculum (tenure track). Appointment (tenure track). Responsibilities: Teach undergraduate and graduate courses in English education. Supervise student teaching experiences, advise undergraduate and graduate students, conduct research in the teaching and learning of English, participate fully in the activities of the Division and the Faculty of Education. Qualifications: Candidates should have or expect to receive in 1987 a doctoral degree in English, or in language arts, writing or children's literature. Some experience with and understanding of elementary or secondary school teaching and curriculum is essential. Salary Range: $30,500-$43,800. Starting date: July 1, 1987. Deadline: February 1, 1987. Applications: Letter of application with curriculum vitae and the names of three referees should be sent to: Dr. Gerald Clarke, Chairperson, Curriculum & Instruction Division, Faculty of Education, University of New Brunswick, Bag Service 45333, Fredericton, NB E3B 5E3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CONCORDIA UNIVERSITY - MONTREAL. Department of Education. Applications are invited for the position of replacement positione at the Assistant Professor or Lecturer level starting 1 August 1987. Ph.D. or equivalent standing in Early Childhood Education. ESE 5E3 Development or related area required. Expertise in the following areas is desirable: child development, literacy and cognition, curriculum design, language arts, preschool or primary teaching. Work experience as a teacher in pre-school or primary grades is a definite asset. Duties include undergraduate teaching and field supervision. The 1987/88 floor is $28,547 for Assistant Professor and $22,547 for Lecturer. Salary to be pioreted on a ten-month basis. In accordance with Immigration regulations, priority will be given to Canadians or those permitted to work in Canada. Applicants should send their curriculum vitae and three letters of reference to Marie May 1st, 1987 to: Dr. William Kinlaw, Chairman, Department of Education, Concordia University, 1455 de Maisonneuve Blvd. West, Suite S49-24, Montreal, H3G 1M8, Quebec.

BROCK UNIVERSITY. COLLEGE OF EDUCATION. Department of Graduate and Undergraduate Studies. Invites applications for a tenure-track position (subject to budgetary approval) in curriculum studies and women's issues in education. The candidate should have a strong background in curriculum design and implementation, with a knowledge of women's issues in curriculum. Doctorate, research and publication, and successful teaching experience required. Teaching and supervision in the M.Ed. level plus opportunities to work in the Pre-Service and Continuing Studies programs. Rank open. Salary and rank dependent upon qualifications and experience. Appointment commencing July 1, 1987. Applicationrs together with detailed curriculum vitae and names and addresses of three referees including academic, professional and current employer where graduate should be awarded by February 27th, 1987 to: Dean Peter J. Atherton, College of Education, Brock University, St. Catharines, Ontario, L2S 3A1 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. Sessional Lecturers. The Department of Education at Concordia University requires Sessional Lecturers for graduate and undergraduate courses in the Special Summer Session. Approximate dates are, for evening May 11 - August 20, for day courses, June 29 - August 15. Subject areas are: philosophy, sociology and psychology of education; educational technology; early childhood education, specifically: Math for Preschool & Elementary Children; Children's Behavioral Problems Learning Problems; Child-Centered Education; Exploring the Human Sciences with Preschool and Primary Age Children; The Urban Child; Language Arts. In accordance with Immigration regulations, this advertisement is directed to citizens and permanent residents of Canada. Applications with curriculum vitae, field of interest, and the names of three referees should be sent by May 1st, 1987 to: Chairman, Department of Education, Concordia University, 1455 Boul. de Maisonneuve West, Montreel Quebec, H3G 1M6. Application Deadline: February 14, 1987.

ENGINEERING

UNIVERSITY OF TORONTO. Electrical Engineering. The Department of Electrical Engineering has several tenure stream faculty positions open. Areas of specialization: Telecommunications; Signal Processing; Computer Hardware; VLSI circuit and system design; Silicon and Gallium Arsenide integrated circuits; Power Electronics; and Power Systems. One of the positions in the electronics area involves strong interaction with Northern Telecom Electronics and Bell Northern Research. The University of Toronto has the largest graduate department of Electrical Engineering in Canada with over 300 graduate students currently enrolled. All positions involve both research and teaching at the undergraduate and graduate levels. Applicants must have a doctoral degree in Electrical Engineering, an outstanding academic record and strong teaching ability. Salary is intended that appointment a be made at the Assistant Professor level. Applicants should send a resumé, a statement concerning teaching and research interests, and a list of at least three references to: Prof. Adel S. Sedra, Cheirman, Department of Electrical Engineering, University of Toronto, Toronto, Ontario, Canada M5S 1A4 In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

McMASTER UNIVERSITY. Industrial Research Chair in Computer Process Control. Applications are invited for an Industrial Research Chair position in the Department of Chemical Engineering at McMaster University. The Chair is funded jointly by the Natural Sciences and Engineering Research Council of Canada and five major Canadian petrochemical companies: Dow, Gulf, Petro-Canada, Polysar, Shell Canada and Suncor. The appointment is to be a tenure-track one at the Professor or Associate Professor level. Candidates should have a Ph.D. degree with at least 10 years experience preferably with a minimum of five in the process industrial experience. The successful candidate will join a well established process control research group and a history of successful interaction, and with excellent computer and pilot plant facilities. He or she will be expected to develop a high-profile research program in computer process control, to provide the major liaison between the Process Control Laboratory and the petrochemical industrial sponsors, and to supervise M.Eng. and Ph.D. students carrying out research both at McMaster and in industry through our co-operative internship program. The chair holder will also have limited teaching responsibilities mainly at the graduate and senior undergraduate levels. Applications accompanied by a curriculum vitae and the names of three referees should be sent preferably by April 1, 1987 to: Dr. A. Vlachopoulos, Chairman, Department of Chemical Engineering, McMaster University, Hamilton, Ontario, Canada L8S 4L7. The position will be filled as soon as possible but no later than July 1, 1987. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

CARLTON UNIVERSITY. Department of Civil Engineering. Applications are invited for a faculty position in structural and applied mechanics for the academic year 1987-88. A professional engineer association or research and teaching experience and possess a Ph.D. in Engineering. The faculty member will be responsible primarily in the area of structural engineering, conduct research and guide graduate students. In addition, he/she will be required to interact with the mechanical group in the Department. Research and teaching experience in geomechanics will therefore be an asset. The position is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. Membership, or eligibility for membership, in a Canadian professional engineer association is preferred. Applicants should send a detailed resume, together with names and addresses of three referees to: Professor J.L. Humar, Acting Chairman, Department of Civil Engineering, C.J. Mackenzie Building, Carleton University, Ottawa, Ontario, K1S 5B6. Applications from qualified women, as well as from qualified men, are welcome.

QUEEN'S UNIVERSITY AT KINGSTON. Department of Electrical Engineering. Applications are invited for a new tenure-track position in the Computer Engineering program of the Department. Applicants should have expertise in one or more of the following areas: microprocessors; computer architecture and systems; computer communications and networks, VLSI and digital systems design. Basic duties will include undergraduate and graduate teaching, research compatible with the department program and participation with other staff in the academic and administrative affairs of the department. Rank and salery will be commensurate with qualifications and experience. A Ph.D. degree is required. Candidates of both sexes are equally encouraged to apply. This tenure-track position is provided by the Queen's University Early Childhood education, specifically: Math for Preschool & Elementary Children; Children's Behavioral Problems Learning Problems; Child-Centered Education; Exploring the Human Sciences with Preschool and Primary Age Children; The Urban Child; Language Arts. In accordance with Immigration regulations, this advertisement is directed to citizens and permanent residents of Canada. Applications with curriculum vitae, field of interest, and the names of three referees should be sent by May 1st, 1987 to: Chairman, Department of Education, Concordia University, 1455 Boul. de Maisonneuve West, Montreel Quebec, H3G 1M6. Application Deadline: February 14, 1987.

UNIVERSITY OF WATERLOO. Department of Chemical Engineering. Applications are being accepted for two faculty positions in the Department of Chemical Engineering. Applicants should have a Ph.D. degree or equivalent and strong academic record. Successful candidates will have the Ph.D. degree. The P.Eng. qualification is desirable but experience are also very desirable. We are looking for talented persons who have enthusiastic interests in both teaching and research. Applicants should send a curriculum vitae and names of three referees to the following address: E. Rhodes, Chairman, Dept. of Chemical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its vacancies with Canadian citizens and permanent residents. Applications from women candidates are particularly welcome.

UNIVERSITY OF WATERLOO. Department of Electrical Engineering. The Department of Electrical Engineering at the University of Waterloo is seeking candidates for several tenure-track faculty positions. The candidates with university or industrial research experience in one of the following fields will be preferred: computer architecture, computer architecture and data base management, semiconductor devices, VLSI design, power electronics and power engineering. The candidate should have a doctoral degree and a commitment to research and teaching at the undergraduate and graduate levels. Initial rank will be commensurate with experience. The University of Waterloo has a policy of preferring tenure-track faculty appointment to tenure track positions, normally to a rank of Assistant or Associate Professor. Candidates should sent resumes to: Dr. J.W. Mark, Chairman, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicatrons from women candidates are particularly welcome.

LAKEHEAD UNIVERSITY. School of Engineering. Applications are invited for a probationary tenure-track appointment (budget approval pending) from Electrical Engineers with expertise in one or more of the following: machines, power, computer logic, VLSI, digital system design. The successful candidate will be expected to teach effectively, assrst in laboratory development, and conduct research. Applicants should hold a Ph.D degree. Preference will be given to candidates with industrial experience. This ad is directed to Canadians and permanent residents. Please submit resumes with the names and addresses of three referees to Professor F. McIntosh, Acting Dean of Professional Schools & Programs, Lakehead University, Oliver Road, Thunder Bay, Ontario, Canada, P7B 5E1.

McMASTER UNIVERSITY. Department of Civil Engineering and Engineering Mechanics. Applications are invited for a tenure-track position Assistant Professor position in the Department of Civil Engineering and Engineering Mechanics, McMaster University commencing July 1987. The availability of the position is subject to final budgetary approval. Candidates should have a Ph.D. in Civil Engineering with specialization in the general area of Water Resources with particular emphasis in Environmental Engineering. Some experience in university teaching will be an advantage. The successful candidate will be expected to be responsible for teaching at the undergraduate and graduate level and will be expected to establish active research interests in the general area of water resources with special relevance to environmental engineering. Teaching at the undergraduate level will be in the general area of environmental protection and/or wastewater engineering including fluid mechanics, hydraulics and hydrology but competence in the broader area of the related areas of mechanics, systems analysis and statistics will be highly desirable. The Department is currently placing considerable emphasis on the area of Environmental Systems and the complement of full and part-time faculty is expected to increase substantially in the near future. Close ties currently exist with both the Canada Centre for Inland Waters and the Wastewater Technology Centre at the Water Research Institute at Burlington and this liaison is expected to grow. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications of application should be accompanied by a detailed curriculum vitae. If possible, copies of significant publications should also be enclosed. Names of three references should be provided. Applications should be directed for the attention of Dr. Alan A. Smith, Chairman, Department of Civil Engineering and Engineering Mechanics, McMaster University, Hamilton, Ontario L8S 4L7.

CARLTON UNIVERSITY. Electrical Engineering. Computer Engineering. Applicants are invited for appointments at the lecturer and assistant/associate professor level. Duties will include teaching and research at the undergraduate and graduate levels in areas such as microcomputer hardware and software, industrial control or communications, real-time programming, microprocessor hardware and architecture, and computer design. A strong hardware/software background is required. The department's computing facilities include, in addition to the University's mainframes, a network based LAN consrsling of a VAX 11/750, SUN 68000s, many PDP 11s, 8086s, and an Intel development system network. Applicants should have a Ph.D. degree or equivalent re electrical engineering or a related discipline. Membership, or eligibility for membership, in a Canadian professional engineering association is preferred. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents, however, others may be eligible. Applications from qualified candidates, whether Canadian or landed imm, are welcome. These positions are subject to budgetary approval. Send a curriculum vitae and names of references to: Dr. Gerald Hayward, Chairman, Department of Systems and Computer Engineering, Carleton University, Ottawa, Canada K1S 5B6.

THE UNIVERSITY OF BRITISH COLUMBIA. Electrical Engineering. Applications are invited for a tenure track position at the Assistant or Associate Professor level in the general area of electronic instrumentation with special emphasis on transducers and interfacing to biology and Biomedical research. Applicants must have an earned doctorate and relevant post-doctoral research experience. The successful candidate would be expected to participate in undergraduate and graduate teaching in Electrical Engineering and to conduct research in close collaboration with the U.B.C. Centre for Biotechnology, U.B.C. Biomedical Research Centre and the Biomedical Research Unit at the Vancouver hospitals in the Vancouver area. Appointments will be effective April 1, 1987, or earlier if suitable candidate is available. Salary will be commensurate with qualifications (floor — $30,000 plus). Applicatrion deadline will be March 30, 1987 or until a suitable candidate is selected. In accordance with Canadian immigration requirements, this is directed to Canadian citizens and permanent residents. The position will be filled subject to final budgetary approval. Please address all applications, including the names of at least three references, to: Head, Department of Electrical Engineering, The University of British Columbia, Vancouver, British Columbia, V6T 1W5.

ENGLISH

QUEEN'S UNIVERSITY AT KINGSTON. English. Applications and nominations are invited for the position of Director of the Strathy Language Unit, an endowed research unit affiliated with the Department of English Language and Literature and devoted to the promotion and study of standard Canadian English. Responsibilities of the director include editorial supervision of the production of a Guide to Standard Canadian English, linguistic research relating to Canadian English, and maintenance and development of a substantial computerized data base of materials relating to the study of the English language in Canada and elsewhere. Qualifications include a doctorate in linguistics or a closely related field and a strong record of research in the linguistic description of Canadian English including, preferably, research on language standards. Substantial editorial experience is also a desideratum. The Director will hold a renewable or tenured position in the Department of English (or possibly in another Department), and will be expected to contribute to the academic life of the Department by teaching courses in language and/or literature, and by supervising graduate students. Rank and salary will be commensurate with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates of either sex are equally invited to apply. Applications will be accepted until the position is filled. A curriculum vitae and the names of three referees (or a dossier from a university placement office) should be sent to: Prof. George M. Logan, Head, Department of English, Queen's University, Kingston, Ontario, K7L 3N6.

UNIVERSITY OF NEW BRUNSWICK. English. The Department of English. The University of New Brunswick invites applications for a probationary tenure-track position in the rank of Assistant Professor, effective 1 July 1987, budgetary considerations permitting. Candidates must hold the PhD in a post-renaissance branch of literature in English and will enjoy an advantage if they have teaching experience, scholarly publications, and a strong interest in one of the following fields: children's literature, creative writing, drama production, literary theory. Interested individuals should ask three referees to send letters on their behalf themselves forward a letter of application, a detailed curriculum vitae, and a transcript of academic record, to Dr. Roger Ploude, Acting Chairman, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. The deadline for receipt of applications is February 1, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada only.

UNIVERSITY OF OTTAWA. Department of English. Applications are invited for a tenure track Assistant Professorship in Renaissance Literature (special interest in Shakespeare) and Composition (Rhetoric), effective July 1, 1987. Candidates must have a Ph.D. The University is particularly interested in attracting qualified women candidates. Deadline February 28, 1987. In accordence with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada Send curriculum vitae, representative publications and have three letters of reference sent to Professor Frank Tierney, Chairman, Department of English, University of Ottawa, Ottawa, Canada, K1N 6N5.

UNIVERSITY OF WATERLOO. English Department. Rhetoric and Professional Writing. Applications are invited for a tenure-track position at the assistant or associate professor level. Applicants must have a Ph.D. with specialization in rhetoric, stylistics, or technical writing. Background in communication theory and critical theory is also desirable. Evidence of strong teaching, sound research, and publications is essential. Duties will include teaching undergraduate and graduate courses in professional writing and basic courses in writing. Salary negotiable. Appointment effective January 1, 1987 or July 1, 1987. Closing date for applications January 31, 1987. Send resumes to Dr. Gordon Slethaug, Chairman, Department of English, University of Waterloo, Waterloo, Ontario N2L 3G1. The availability of this position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates of either sex are equally invited to apply. Applications will be accepted until the position is filled. A curriculum vitae and the names of three referees (or a dossier from a university placement office) should be sent to: Prof. George M. Logan, Head, Department of English, Queen's University, Kingston, Ontario, K7L 3N6.

UNIVERSITY OF NEW BRUNSWICK. English. The Department of English. The University of New Brunswick invites applications for a probationary tenure-track position in the rank of Assistant Professor, effective 1 July 1987, budgetary considerations permitting. Candidates must hold the PhD in a post-renaissance branch of literature in English and will enjoy an advantage if they have teaching experience, scholarly publications, and a strong interest in one of the following fields: children's literature, creative writing, drama production, literary theory. Interested individuals should ask three referees to send letters on their behalf themselves forward a letter of application, a detailed curriculum vitae, and a transcript of academic record, to Dr. Roger Ploude, Acting Chairman, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. The deadline for receipt of applications is February 1, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada only.

UNIVERSITY OF OTTAWA. Department of English. Applications are invited for a tenure track Assistant Professorship in Renaissance Literature (special interest in Shakespeare) and Composition (Rhetoric), effective July 1, 1987. Candidates must have a Ph.D. The University is particularly interested in attracting qualified women candidates. Deadline February 28, 1987. In accordence with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada Send curriculum vitae, representative publications and have three letters of reference sent to Professor Frank Tierney, Chairman, Department of English, University of Ottawa, Ottawa, Canada, K1N 6N5.

UNIVERSITY OF WATERLOO. English Department. Rhetoric and Professional Writing. Applications are invited for a tenure-track position at the assistant or associate professor level. Applicants must have a Ph.D. with specialization in rhetoric, stylistics, or technical writing. Background in communication theory and critical theory is also desirable. Evidence of strong teaching, sound research, and publications is essential. Duties will include teaching undergraduate and graduate courses in professional writing and basic courses in writing. Salary negotiable. Appointment effective January 1, 1987 or July 1, 1987. Closing date for applications January 31, 1987. Send resumes to Dr. Gordon Slethaug, Chairman, Department of English, University of Waterloo, Waterloo, Ontario N2L 3G1. The availability of this position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates of either sex are equally invited to apply. Applications will be accepted until the position is filled. A curriculum vitae and the names of three referees (or a dossier from a university placement office) should be sent to: Prof. George M. Logan, Head, Department of English, Queen's University, Kingston, Ontario, K7L 3N6.

UNIVERSITY OF NEW BRUNSWICK. English. The Department of English. The University of New Brunswick invites applications for a probationary tenure-track position in the rank of Assistant Professor, effective 1 July 1987, budgetary considerations permitting. Candidates must hold the PhD in a post-renaissance branch of literature in English and will enjoy an advantage if they have teaching experience, scholarly publications, and a strong interest in one of the following fields: children's literature, creative writing, drama production, literary theory. Interested individuals should ask three referees to send letters on their behalf themselves forward a letter of application, a detailed curriculum vitae, and a transcript of academic record, to Dr. Roger Ploude, Acting Chairman, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. The deadline for receipt of applications is February 1, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada only.

CARLTON UNIVERSITY. University of Toronto. English. Applications are invited for a tenure stream position at the Assistant Professor level in Canadian Fiction and fiction as a genre. Position to commence on 1 July 1987. Salary dependent on qualifications. Applicants should have demonstrated ability in teaching large classes and flexibility and breadth in undergraduate teaching areas, including creative writers. Send C.V., at least three letters of recommendation, publications, and evidence of teaching ability by 31 January 1987 to: E.W. Dowler, Chairman, Division of Humanities, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario M1C 1A4.

YORK UNIVERSITY. ATKINSON COLLEGE. Department of English. Applications are invited for a 3 year contractually limited appointment at the Assistant Professor level, eterting July 1, 1987, in Old English and Stylistics. A PhD in Old English, and proven ability to teach stylistics in English literature from its beginnings to the present, are required. A strong background in traditional theories of rhetoric and in modern stylistics, as

well as experience in teaching part-time students, would be advantageous. Duties will include the development of a programme of productive research that may include teaching at the graduate level with University having a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. Applicants should submit a curriculum vitae along with the names of three referees familiar with their work, addressed to: Professor John Ulnau, Department of English, Atkinson College, York University, 4700 Keele Street, North York, Ontario, Canada, M3J 1P3.

TRENT UNIVERSITY. English Literature. The Department of English invites applications for the following position which is subject to budgetary approval: one year limited term appointment at the senior lecturer or floor of the Assistant Professor rank, to begin 1 July, 1987, in two or more of the following fields: Romantic Poetry, 19th Century American Fiction, Shakespeare, and The Novel. Some teaching of the main campus may be required. Ph.D. and teaching experience preferred. All applications, accompanied by a full curriculum vitae showing qualifications and previous experience and giving names of at least three referees who have been asked to write on the candidate's behalf, should be sent to Professor Orm Mitchell, Chairman, Department of English Literature, Trent University, Peterborough, Ontario, K9J 7B8 before 1 February. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BISHOP'S UNIVERSITY. English. Applications are invited for a tenure-track appointment position in English at the floor of the assistant professor rank. Candidates should have a completed Ph.D. and teaching experience; publications would be an advantage. The successful candidate will teach courses in Middle English and sixteenth-century non-dramatic literature in accordance with Canadin immigration requirements. This advertisment is directed to Canadian citizens and permanent residents. The twelve-month appointment will begin July 1, 1987. Applications with curriculum vitae and the names of three referees should be sent to: Dr. K.J. Kuepper, Dean of the Faculty, Bishop's University, Lennoxville, Quebec, JIM 1Z7

ENVIRONMENTAL PLANNING

NOVA SCOTIA COLLEGE OF ART AND DESIGN. Environmental Planning. Initial three year appointment at the rank of Assistant or Associate Professor in Environmental Planning Contract to commence July 1, 1987. Duties: undergraduate courses in resource analysis (management), environmental planning theory and methods, landscape design and/or planning economics. Basic variable qualifications are a graduate degree in planning (or equivalent experience) and seven years practice as a professional planner. Membership or eligibility for membership in the Canadian Institute of Planners is preferred. Salary dependent upon qualifications and experience. Due to College salary grid. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Closing date for applications March 15, 1987. Address letter of application with detailed curriculum vitae, examples of professional project work, and names of references to: Scott MacDougall, Dean of Academic Affairs, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia, B3J 3J6. pa

ENVIRONMENTAL STUDIES

YORK UNIVERSITY. Faculty of Environmental Studies. Applications are invited for one or more positions in the Faculty of Environmental Studies. Duties include the teaching, advising, supervision of student work, and related administration in this interdisciplinary Faculty which draws together a range of fields concerned with the critical understanding of change in natural, human and organizational environments. Student programs, all of the graduate level, are based on the formulation of individual plans of study. The Faculty is seeking candidates who bring interdisciplinary, cross-cultural and/or feminist perspectives to fields including but not limited to communication and social change, science and technology, environmental education, human services, ecology, and urban design. A Ph.D degree or equivalent is required. The appointments will be tenure-stream or contractually limited and are subject to budgetary approval. Appointments will be at the Assistant Professor or Associate Professor level, salary commensurate with qualifications and experience, to commence July 1, 1987 in accordance with York University's policy of employment equity, these positions are open to qualified men and women. Because the Faculty, through the University's Faculty Renewal Fund, is attempting to redress gender imbalance, qualified women are especially invited to apply. Applications, including a curriculum vitae and the names of three referees, should be sent, preferably before February 1, 1987, to Dean E.S. Spencer, York University, Faculty of Environmental Studies, 4700 Keele St., North York, Ontario M3J 1P3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FILM

SIMON FRASER UNIVERSITY. Centre for the Arts. Film Position. Simon Fraser University expects to make a Faculty Appointment in Film Production. This is a full time tenure track position. This position involves teaching at the intermediate and advance levels of filmaking, conducting critical seminals, and participating in faculty supervision of student films. Qualifications should include substantial professional experience in a variety of filmic genres (i.e., documentary, dramatic, film art), a demonstrated ability to teach the craft of Film at all levels, and some familiarity with contemporary film theory and criticism. Candidates should be prepared to accept faculty responsibilities within an Interdisciplinary Film Studies Teaching Arts department, duties to begin September 1987. Preference will be given to candidates eligible for employment in Canada at the time of application. Subject to budgetary authorization. Letters of application, a complete curriculum vitae, and names of three referees should be received by 7 February 1987, and should be sent to: Professor Grant Strate, Director, Centre for the Arts, Simon Fraser University, Burnaby, B.C. Canada, V5A 1S6

FINE ARTS

BROCK UNIVERSITY. Fine Arts. Brock University, Department of Fine Arts invites applications for the following two positions: 1. Assistant/Associate Professor (probationary). Qualifications include an advanced degree in music and professional experience in choral music and education. Duties include solo voice instruction is an asset. Duties will include teaching choral techniques and literature, and conducting; supervising music education; conducting the university choirs; building a choral profile for the university music program; possible additional teaching in basic music history and/or theory. 2. Assistant or Associate Professor (probationary). Qualifications include an advanced degree in music and professional teaching and performing experience in both solo piano and chamber music; experience in harpsichord an asset. Duties will include teaching piano and harpsichord performance, and piano pedagogy and literature, supervising graduate performance and keyboard skills courses, coaching accompaniment and chamber music; maintaining a professional performing profile, possible additional teaching in basic music history and/or theory. Date of appointment for both positions in July 1, 1987. Deadline for receipt of applications is February 15, 1987. In accordance with Canadian immigration requirements, these advertisements are directed towards Canadian citizens and permanent residents. Letters of application, curriculum vitae, the names of three referees and a cassette tape of recent performance(s) should be submitted to Professor J. Leach, Chairperson, Department of Fine Arts, Brock University, St. Catharines, Ontario, L2S 3A1.

FOOD SCIENCE

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Department of Food Science and Technology. One position in Food Chemistry is available as Assistant Professor (Food Chemistry) in the Department of Food Science and Technology. Applicants to the Department are cross-appointed to the Canadian Institute of Fisheries Technology, a specialized resource centre providing a research and development service to industry. Duties will include teaching, research and the direction of graduate studies. The successful applicant will have a Ph.D. degree, or equivalent, in Food Science or a related field. Research activities in the Department program directly concerned with the needs of the food industry. There are opportunities for collaborative research with government agencies and industrial concerns. Academic programs presently offered by the Department include M.Sc. and Ph.D. (food science) and graduate degrees in Fisheries Engineering. The Department offers graduate level course-work and research in food process technology, colloid science, food chemistry, postmortem biochemistry of muscle foods, proteins and enzymes and aquaculture biochemistry. Salary will be commensuiete with qualifications and experience. Send resume, transcripts and names and addresses of three references to: Dr. T. A. Gill, Acting Head, Department of Food Science and Technology, Technical University of Nova Scotia, P.O. Box 1000, Halifax, N.S. B3J 2X4 Applications should be received no later than February 1, 1987. In accordance with Canadian immigration requirements, this advertisment is directed to Canadian citizens and permanent residents of Canada.

FORESTRY

LAKEHEAD UNIVERSITY. School of Forestry. The School of Forestry is seeking applications for a tenure-track position for The Director will provide leadership for the School's teaching and research programs in a period of academic change and growth. Applicants should hold a Ph.D. in forestry or closely related discipline and have broad academic and administrative experience. 2. Assistant Soils and Hydrology - A tenure track position in forest soils and hydrology incumbent will teach undergraduate courses in forest soils, forest hydrology and watershed management, give graduate instruction in forest soils and develop a research program. Applicants specialty Applicants should hold a Ph.D in forest soils or a closely related discipline. 3) Harvesting and Transportation - A tenure track appointment in forest harvesting and transportation. The successful candidate will teach at the technical, undergraduate and graduate levels and develop a research program Applicants should hold a Ph.D. or an M.Sc. degree and Ph.D. aspirations, and have at least one degree in forestry. 4) Forest Management/Remote Sensing - A tem appointment involving teaching and research in Forest Management and Remote Sensing/Photogrammetry/GIS. The appointment would be from September 1987 to May 1989. Candidates are expected to hold an advanced degree in Forestry and have related expeilence The School of Forestry offers academic programs to the master's degree level. Facilities include a regional library, extensive forest properties, computer resources, the Centre for the Application of Resources Information Systems (CARIS), a scientific instrumentation laboratory, recently renovated forestry teaching and research laboratories, and a new forest biology research institute. Rank and salary will commensuiate with qualifications and experience Subject to budget approval, unless stated otherwise, it is expected that appointments will commence 1 July 1987. In compliance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications including a curriculum vitae and the names of at least three referees should be sent before March 1, 1987 to: Professor F. McIntosh, Acting Dean, Faculty of Professional Schools and Programs, Lakehead University, Thunder Bay, Ontario P7B 5E1.

FRENCH

UNIVERSITE OTTAWA. Département des lettres françaises. Poste régulier de professeur à plein temps (spécialiste de l'enseignement de la langue française). Rang: professeur adjoint. Fonctions: enseignement, recherche et participation à la vie départementale. Domaine: parallèlisme. Les programmes de littératures française et québécoise. Le Département offre une concentration en langue française. C'est dans ce dernier secteur que le perfectionnement sera essentiellement appelée à oeuvrer. Critères d'admissibilité: doctorat; expérience dans l'enseignement de la langue maternelle. Contoinement aux exigences relatives à l'immigration du Canada, ce poste est ouvert aux citoyens canadiens et aux résidents permanents. Entrée en fonction: le 1et juillet 1987 Date de clôture du concours: le 14 février 1987. La possibilité de ce poste reste soumise à des considérations d'ordre budgétaire. Adresser la lettre de candidature, un curriculum vitae complet et à jour, un exemplaire des principales publications et trois lettres de recommandation à: Monsieur Yvan G. Lepage, Directeur, Département des lettres françaises, Université d'Ottawa, Ottawa (Ontario), K1N 6N5.

LUTHER COLLEGE. French/German/Linguistics. Luther College, a federated college of the University of Regina and a member of A.U.C.C., invites applications for a tenurable position in language (French), beginning September 1, 1987. The instructor will initially teach undergraduate classes in French, but will be equally eligible to teach German and Linguistics. Primary qualification: PhD or equivalent; competence in French/German/Linguistics; knowledge of third European language and a classical language desiable; preferably Latin/an Italian-Spash stream, computer literacy; language instruction an asset. A candidate with at least six years of teaching experience and a record of research will be preferred. Salary commensurate with qualifications and experience; the current base for assistant professors is $26,873, to associate $35,270. Applications including curriculum vitae and the names of three references to Dr. Roland E. Miller, Academic Dean, Luther College, University of Regina, Regina, Saskatchewan, Canada, S4S 0A2. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada The position is subject to budgetary approval Application from women candidates are particularly welcome

UNIVERSITY OF WINNIPEG. Department of French. Applications are invited for a tenure-track position effective September 1, 1987 of the rank of Assistant Professor to teach Intermediate and advanced French courses. Candidates must have at least two years' teaching experience at the undergraduate level and a Ph.D. in Linguistics and Phonetics. Salary commensuiate with qualifiicctions and experience. Application, curriculum vitae and the names of three referees should be submitted by February 28, 1987 to Dr. C. Harvey, Chairman, Department of French, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINNIPEG. Department of French. Applications are invited for an effective January 1, 1988 tenure-track position or effective September 1, 1987 to teach introductory and intermediate language courses and supervise the French language laboratory. Candidates should have an M.A in French and at least one year's relevant teaching experience. This appointment is subject to budgetary approval. Application, curriculum vitae and the names of three referees should be submitted by February 28, 1987 to Dr. C. Harvey, Chairman, Department of French, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY. Department of French & Spanish. Applications are invited for a position at the rank of lecturer or assistant professor. Applicants should have a Ph.D. or Ph.D. near completion, native fluency in French, and university level teaching experience. Duties will include teaching in advanced French language (comparative stylistics), linguistics (English), French and French Canadian literature. This position will be filled effective July 1, 1987, subject to budgetary approval, for a one-year term. The salary range in 1987-88 for lecturers is $24,103-$34,995 and for assistant professors is $28,689-$41,300. Applications, including a curriculum vitae and names of three referees, should be sent to: Dr. Peter Edwards, Head, Department of French and Spanish, Mount Allison University, Sackville, New Brunswick E0A 3C0. Closing date for receipt of applications is February 15, 1987. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

GEOGRAPHY

UNIVERSITY OF ALBERTA. Department of Geography. Division of Meteorology. Applicants are sought for a tenure-track position in Meteorology, at the Assistant Professor level, beginning July 1, 1987. A completed Ph.D. is required The incumbent will be responsible for courses and labs in synoptic and operational meteorology. Forecasting experience would be an asset. The incumbent must have a strong research and publication record in meteorology along with the capability to supervise graduate research in synoptic meteorology. Please send applications with curriculum vitae, personal interests and the names and addresses of three referees to: Dr. M. John Hodgson, Chairman, Department of Geography, University of Alberta, Edmonton, Alberta, T6G 2H4. Closing Date: March 1, 1987 The Division of Meteorology is also responsible for satellite, electro-optic, satellite, and micrometeorology. ff offers a B.Sc., M.Sc., and Ph.D program in meteorology. The University of Alberta is an equal opportunity employer. But, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINDSOR. Department of Geography. Applications are invited for a tenure-stream appointment at the Assistant Professor level, starting July 1, 1987 in human-economic geography. The candidate is expected to have experience in urban and environmental planning, skills in statistical and/or computer modelling and the ability to interact with local planning bodies and industries, and the capability to teach at undergraduate and graduate levels. Salary is commensuiate with experience and academic record. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Windsor offers equal opportunity for employment to qualified female and male applicants. The deadline for applications will be March 1, 1987, or until a suitable applicant is appointed. Interested applicants should send their curriculum vitae and the names of three referees to: Dr. Thor Stenberg, Chairman, Department of Geography, University of Windsor, Windsor, Ontario N9B 3P4

CONCORDIA UNIVERSITY. Department of Geography. Applications are invited for a sabbatical leave replacement position beginning August 1987. Subject to budget approval. Candidates should be able to teach introductory physical geography and undergraduate courses in biogeography and environmental impact assessment. ABD preferred. Salary dependent upon qualifications. Submit curriculum vitae and three referees before April 1, 1987 to: D. I. Max Barlow, Chairman, Department of Geography, Concordia University, 1455 de Maisonneuve Blvd West, Montreal (Quebec) Canada, H3G 1M8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CANCELLED

CONCORDIA UNIVERSITY. Department of Geography. Applications are invited for a tenure track position in physical geography beginning July 1, 1987. Applicants should have a Ph.D. (or ABD) and teaching experience, and should be committed to research and undergraduate teaching. Candidates should have a primary interest and demonstrated competence in biogeography. Salary and rank will depend on qualifications. The position is subject to budget approval. Applicants should send their curriculum vitae and the names of three referees to Dr. I. Max Barlow, Chairman, Department of Geography, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal (Quebec) Canada, H3G 1M8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

GEOLOGY

BRANDON UNIVERSITY. Geology. Applications are invited for a one-year sabbatical replacement at the Assistant Professor level starting 1 September 1987. Minimum salary will be $30,000 for a twelve month appointment. The applicant should have a Ph.D or equivalent in Geology. Undergraduate teaching will teach 5 half courses in Introductory Geology, Petrology, Igneous and Metamorphic Petrology, Structural and Field Geology Candidates should send a curriculum vitae and the names, addresses and telephone numbers of three referees to: Dr. H.R. Twining, Chairman, Department of Geology, Brandon University, Brandon, Manitoba, R7A 6A9 Closing date for applications January 28, 1987 Funding for this position is subject to formal approval by the Board of Governors. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

BROCK UNIVERSITY. Geological Sciences. The Department of Geological Sciences at Brock University invites applications for a tenure-track position starting July 1987, in the broad field of stratigraphy, paleontology and petroleum geology. The appointment, which is subject to budgetary consideration, will be made at the assistant professor level, salary negotiable. Applicants must hold a Ph.D., have a strong interest in teaching at all levels, maintain an active research program and be prepared to supervise B.Sc. and M.Sc. projects. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Send vitae and names of three referees to Dr. J.J. Flint, Chairman, Department of Geological Sciences, Brock University, St. Catharines, Ontario, L2S 3A1.

HEALTH STUDIES

UNIVERSITY OF WATERLOO. Department of Health Studies. Health Studies is an innovative, interdisciplinary department focusing on integration of the biological and behavioural sciences in the study of disease prevention and health promotion. Both undergraduate and graduate teaching programs reflect the strong research interests of faculty in such areas as: smoking, obesity, stress, pain, alcohol and drug use, environmental hazards, nutrition, immunology, exercise, and program evaluation. Applications are being sought from health researchers with an interdisciplinary focus bridging the biological and behavioural sciences, and interests broadly in some aspects of cognitive, neurological or addictive processes. Faculty are expected to contribute to teaching and service, in addition to establishing a creative field research program. Both rank and salary are open, with an expected starting date of September 1, 1987, subject to availability of funding. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent Residents of Canada. Applications from women candidates are particularly welcome. Applicants should send a curriculum vitae and three letters of reference to: Dr. Laurie Hoffman-Goetz, Faculty Search Committee, Department of Health Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1.

HEBREW

YORK UNIVERSITY. Faculty of Arts. Department of Languages, Literatures and Linguistics. Hebrew Language. Tenure track appointment in the Alternate Stream at the rank of Assistant Lecturer in Hebrew, commencing July 1, 1987. Position subject to budgetary approval by the University. Required M.A. or equivalent with specialization in Hebrew language and literature. Native linguistic and complete fluency in Hebrew. Applicants should have experience in teaching at the university level, and be familiar with the use of a Language Laboratory and should have expertise at developing Language Laboratory programmes. The position entails teaching modern Hebrew language at the elementary, intermediate and advanced levels and the training of teachers who will teach Hebrew as a second language. Knowledge of the history of Hebrew would be an asset. Salary commensuiate with experience. Applicants should send a covering letter stating interests relative to this position and an updated curriculum vitae; they should also arrange to have three letters of recommendation, teaching evaluations (if available) and transcripts sent to Luisa Karumanchiri, Chair, Department of Languages, Literatures and Linguistics, York University, North York, Ontario M3J 1P3. Application deadline: February 15, 1987. York University is implementing a policy of employment equity. Qualified women and men are invited to apply In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents.

HISTORY

UNIVERSITY OF ALBERTA. Department of History. Applications are invited for a tenure-track position in 20th-century United States history, with ability to teach American diplomatic history, to start July 1, 1987, conditional on funds being made available. The successful applicant must also be willing to contribute to an introductory survey of World History. Junior assistant professor (1986/87 salary $31,612 - $35,044) Ph.D., teaching experience and publications. Send application, including curriculum vitae, graduate transcripts and three confidential letters of appraisal to Dr. O.J. Hall, Chair, Department of History, University of Alberta, Edmonton, Alberta, T6G 2E1. Closing date for applications, February 27, 1986 The University of Alberta is an equal opportunity employer. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ROYAL MILITARY COLLEGE OF CANADA. History. Applications are invited for a tenure track appointment at the assistant professor level in U.S. history with a preference for colonial and post-revolutionary domestic America. Consideration will also be given to the candidate who is qualified to teach in other areas, especially Canadian-American relations and/or Canadian External Affairs. A Ph.D. and publications are required Salary is competitive and commensuiate with experience and qualifications The deadline is February 15, 1987 The position is subject to budgetary review Applications, including a curriculum vitae and the names of three academic referees should be sent to Dr Ronald G. Haycock, Chairman of the Search Committee, History Department, The Royal Military College of Canada, Kingston, Ontario, K7K 5L0, tel: (613) 545-7444 or 545-7507. In accordance with Canadian immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents and applies equally to women and men

McGILL UNIVERSITY. Sessional Appointment in Geimen History. The Department of History, McGill University, invites applications for a one year sessional appointment (1987-88) in modern German History Appointment will be at the senior assistant professor rank. Candidates must have the Ph.D. completed, teaching experience, and an established record of scholarship. The successful candidate will teach a survey of German History and one course in either the nineteenth or twentieth centuries The current salary minimum for the rank of assistant professor is $31,328. The appointment will be for a period of 9 months, 1 September 1987 to 31 may 1988, and is non-renewable Interested candidates should send letters of application, a curriculum vitae, and arrange for three letters of reference to be sent to Professor Stephen J. Randall, Chairman, Department of History, McGill University, 855 Sherbrooke St. West, Montreal, Que. Canada H3A 2T7 The closing date for applications and all supporting material is February 15, 1987 In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada

UNIVERSITY OF TORONTO. History of International Relations. Applications are invited for a tenure stream appointment at the assistant professor rank in the History of International Relations Candidates should be recent PhDs or expected to receive doctorate in Summer 1987 The Department will consider applicants from specialists in the international political, economic, and social relations of the major European powers (including Russia, the Soviet Union,) Britain and the Empire, China, Japan, and/or the United States in the nineteenth or twentieth centuries The successful candidate will, among other things, offer lecture and senior seminar courses in history for the interdepartmental undergraduate programme in international relations Salary will be commensuiate with experience, though within the range normal for the assistant professor rank Subject to budgetary considerations, appointment will commence on 1 July, 1987 Send applications, a curriculum vitae, and ask three referees to write letters to Professor R.B. Accinelli, Chairman (Search Committee — History of International Relations), Department of History, University of Toronto, Toronto, Canada M5S 1A1 Applications will close on 1 February, 1987 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents The University of Toronto particularly welcomes applications by qualified women

UNIVERSITY OF TORONTO. Modern German History. Applications are invited for a tenure stream appointment at the assistant professor rank in modern German history with an emphasis upon the nineteenth and/or twentieth centuries. The Department will consider candidates in any specialty Candidates should be recent Ph.Ds Teaching duties will be at the undergraduate level, although the successful candidate will be expected to take up graduate teaching responsibilities as soon as possible Salary will be commensuiate with experience, though within the range normal for the assistant professor rank Subject to budgetary considerations, appointment will commence on 1 July, 1987 Send applications, a curriculum vitae, and ask three referees to write letters to Professor R.B. Accinelli, Chairman (Search Committee — Modern German History), Department of History, University of Toronto, Toronto, Canada M5S 1A1 Applications will close on 1 February, 1987 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents The University of Toronto particularly welcomes applications by qualified women

LUTHER COLLEGE. History. Luther College, a federated college of the University of Regina and a member of A.U.C.C., invites applications for a tenurable position in History, in the area of Reformation and Renaissance, beginning July 1 1987 PhD or equivalent required, breadth of disciplinary interest an asset Salary commensuiate with qualifications and experience; current base for assistant professor $26,873 Luther is an arts and science college on the University campus Its special mandate is to provide a small college atmosphere and to assist the University in its task of reflecting on values; the goal of the College is stated in the Statement of Purpose and Education in a Christian context Applications including curriculum vitae and the name of the three referees to Roland E. Miller, Academic Dean, Luther College, University of Regian, Regina, Saskatchewan, Canada S4S 0A2 In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada The position is subject to budgetary approval

CARLETON UNIVERSITY. Department of History. Applications are invited for a tenure-track position in twentieth-century Canadian history commencing 1 July 1987. Among the specializations of interest to the department are Quebec history, quantitative methods, women's history, technological development and applied history The appointment, which is subject to budgetary approvel, will be at the rank of assistant professor Applicants should send their curriculum vitae and the names of two references to Dr R.C. Elwood, Chairman, Department of History, Carleton University, Ottawa, Ontario, K1S 5B6, before 15 February 1987. In accordance with Canadian immigration requirements, this notice is directed in the first instance to Canadian citizens and permanent residents Both women and men are encouraged to apply

McGILL UNIVERSITY. Appointments in History. The Department of History, McGill University, invites applications for the following sessional appointments 1 United States sessional appointment at the assistant professor rank. Applicants should have completed the PhD and have teaching experience Teaching duties include a one semester survey course on the post-Civil War period, a one semester course on nineteenth century socio/economic history, and full year honours

seminar. The present salary minimum is $31,225. Appointment will be for nine months. 1 September 1987 - 31 May 1988. Application deadline, 1 March 1987. 2. Early modern European/British History: sessional appointment at the assistant professor rank. Applicants should have completed the PhD and have substantial teaching experience. Teaching duties include a survey of British history, a tutorial year course on Tudor-Stuart England, and an honours seminar on topics in Early Modern European History. The present salary minimum is $31,225. Appointment is for nine months, 1 September 1987 - 31 May 1988. Application deadline 1 March 1987. 3. Canadian History: A one semester appointment for the period 1 January 1988 to 31 May 1988, at the assistant or associate professor rank, in modern Canada/Quebec history. Applicants must have completed the PhD and have substantial teaching experience. Salary will be commensurate with rank and experience. Application deadline, 1 March 1987. Summer session: Canadian History survey. Appointment up to rank of Associate Professor. Salaries for summer session are: Assistant Professor $3,500, Associate Professor $3,700. Summer session dates are June 8 to August 5. Application deadline, March 1, 1987. For each position applicants should ensure that a curriculum vitae and three letters of recommendation are forwarded to: Professor A.B. Randell, Secretary, Department of History, McGill University, 855 Sherbrooke St. West, Montreal, Quebec H3A 2T7. In accordance with Canadian immigration regulations, these advertisements are directed to Canadian citizens and landed immigrants.

HISTORY, Faculty of Arts, Department of History and Glendon College, Department of History. A tenure-track appointment in the area of the History of the Political History of the United States in the late 19th and early 20th century. PhD, teaching experience, fluency in English and French. Preferred candidate in the area of specialization required. Duties will include undergraduate teaching in English and in French and continuation of productive research activity. Graduate teaching and supervision may be possible. Appointment will be considered at the rank of Assistant Professor or beginning Associate Professor, salary and rank dependent on qualifications and experience. Subject to budgetary approval by the University. Applications, including curriculum vitae and names of three referees, should be sent to: Prof. R.C. Hoffmann, Acting Chairman, Department of History, York University, North York, Ontario M3J 1P3. Applications must be received no later than February 16, 1987. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity. Qualified women candidates are encouraged to apply.

UNIVERSITE YORK. Histoire. Le Département d'histoire de la Faculté des arts et le Département d'histoire du Collège Glendon invitent des candidatures à un poste pouvant mener à la permanence. Domaine: histoire sociale ou histoire politique des Etats-Unis à la fin du XIXe siècle et au début du XXe. Exigences: doctorat, expérience pédagogique, très bonne maîtrise du français et de l'anglais et une possibilité dans le domaine de spécialisation. Fonctions principales: enseignement au niveau du premier cycle et éventuellement en anglais; poursuite d'une activité de recherche productive. Possibilités d'enseignement et d'encadrement au niveau des études supérieures. Niveau du poste: professeur adjoint ou professeur agrégé débutant. Le traitement et le niveau du poste seront en fonction des titres et de l'expérience. La disponibilité du poste est soumise à l'approbation budgétaire de l'Université York. Les Canadiens et les reçus de faire parvenir leur lettre de candidature, un curriculum vitae et les noms de trois répondants au Prof. R.C. Hoffmann, Président intérimaire du département d'histoire, Université York, North York (Ontario) M3J 1P3. La date limite pour la réception des candidatures est fixée au 16 février 1987. Conformément aux exigences relatives d'immigration Canada, cette annonce s'adresse aux citoyennes et citoyens et résidents permanents. L'Université York applique une politique d'égalité en matière d'emploi. Sont invitées à se porter candidates les femmes et les hommes possédant les qualifications requises.

DALHOUSIE UNIVERSITY. European History. Applications are invited for a tenure track appointment in European history at the Assistant Professor level. Applicants should have a Ph.D. degree, research interests, and some teaching experience is desirable. Teaching areas needing coverage include early modern or modern Europe and/or Russia; research specialization open. Applications, accompanied by c.v., a sample of publishing, and three names of at least three referees should be sent to: Prof. Graham D. Taylor, Chair, History Department, Dalhousie University, Halifax, Nova Scotia B3H 3J5 by March 15, 1987. In accordance with Canadian Immigration regulations, this ad is directed to Canadian citizens and permanent residents of Canada. Dalhousie has a policy of affirmative action with respect to employment of women.

ROYAL & MILITARY COLLEGE OF CANADA. History. The Department of History of the Royal Military College of Canada announces the following position: Applications are invited for a tenure track appointment at the Assistant Professor level in European History (Germany and France) and the Diplomatic History of the Great Powers. A Ph.D. and publications are required. Salary is competitive and commensurate with experience and qualifications. The deadline is February 15, 1987. The position is subject to budgetary review. Applications, including a curriculum vitae and the names of three academic referees should be sent to Dr. Ronald G. Haycock, Chairman of the Search Committee, History Department, Royal Military College of Canada, Kingston, Ontario, K7K 5LO. Tel: (613) 545-7444 or 545-7607. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents and applies equally to women and men. The Royal Military College of Canada is a bilingual institution. The knowledge of English is essential for this position and a candidate with a knowledge of French will be advantaged. On peut obtenir une version française de cette annonce en s'adressant à: Dr. N. Gauthier, adjoint au principal.

ROYAL MILITARY COLLEGE OF CANADA. History. The Department of History of the Royal Military College of Canada announces the following position: Applications are invited for a tenure track appointment at the Assistant Professor level in U.S. History with a preference for colonial and post-revolutionary domestic America. Consideration will also be given to candidates who are qualified to teach in other areas, especially Canadian-American relations and post-Confederation Canada. A Ph.D. or publications are required. Salary is competitive and commensurate with experience and qualifications. The deadline is February 15, 1987. The position is subject to budgetary review. Applications, including a curriculum vitae and the names of three academic referees should be sent to Dr. Ronald G. Haycock, Chairman of the Search Committee, History Department, Royal Military College of Canada, Kingston, Ontario, K7K 5LO. Tel: (613) 545-7444 or 545-7607. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents and applies equally to women and men. The Royal Military College of Canada is a bilingual institution. The knowledge of English is essential for this position and a candidate with a knowledge of French will be advantaged. On peut obtenir une version française de cette annonce en s'adressant à: Dr. N. Gauthier, adjoint au principal.

UNIVERSITY OF WINNIPEG. Department of History. Possible tenure stream position at the Assistant Professor level in Canadian History, beginning 1 September 1987. The appointee will be expected to teach the History of Canadian Education and Historiography. Other areas may include Canadian social, family, or business history. Qualifications: Ph.D., teaching experience, publications. Salary: in accordance with qualifications and experience. Applications with full curriculum vitae and the names of three referees should be submitted by 28 February 1987 to: Dr. H. Mays, Chair, Department of History, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

HISTORY OF MATHEMATICS

McMASTER UNIVERSITY. Research Associate - History of Mathematics. The Bertrand Russell Editorial Project is preparing a ten volume edition of Bertrand Russell's shorter writings and certain unpublished books. Subject to funding availability, the Project has a vacancy for a Research Associate in the history of mathematics to assist in the preparation of the philosophical papers. Applicants should have a broad social knowledge of late nineteenth and early twentieth century mathematics (preferably in particular of foundations of mathematics), fluency in French and German and a Ph.D. The work will involve the interpretation and reconstruction of manuscripts (particularly those written by Russell between 1895 and 1913) as well as the preparation of commentary and annotation required for a scholarly edition. The post offers the successful applicant the opportunity to work closely with a major scholarly editing project as well as opportunities for independent research in the Russell Archives at McMaster. The Research Associateship will begin on July 1, 1987 and will be for five years. Salary will be not less than $28,000 for applicants holding a Ph.D degree. Applicants should send a curriculum vitae and the names of three referees to The Managing Editor, The Bertrand Russell Editorial Project, McMaster University, Hamilton, Ontario, Canada L8S 4M2. Please submit your application as soon as possible. In accordance with Canadian immigration requirements, this advertisement is directed to citizens and permanent residents of Canada

JAPANESE

YORK UNIVERSITY. Faculty of Arts, Department of Languages, Literatures and Linguistics. Japanese. Tenure stream Japanese language Instructor. Contractually limited position in the Alternate Stream at the rank of Sessional Assistant Lecturer in Japanese, commencing July 1, 1987. Position subject to budgetary approval by the University. Required: M.A. in Linguistics with strong emphasis on Second Language Acquisition and Teaching of Japanese as a Foreign Language; sophisticated and extensive knowledge of spoken and written Standard Japanese; excellent command of English, demonstrated effectiveness in teaching Japanese language at the university levels. Salary commensurate with experience. Applicants should send a covering letter stating interest and relevance to this position and an updated curriculum vitae; they should also arrange to have three letters of recommendation, teaching evaluations or attestations and transcripts of graduate studies sent to: Leisa Kanumanchi, Chair, Department of Languages, Literatures and Linguistics, York University, North York, Ontario M3J 1P3. Application deadline: February 15, 1987. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents.

LIBRARY

MOUNT ALLISON UNIVERSITY. Cataloguing Librarian. The Ralph Pickard Bell Library invites applications, subject to budgetary approval, for a Cataloguing Librarian. Under the supervision of the Head of Cataloguing will be responsible for cataloguing using UTLAS. Library cataloguing experience and a strong background in German and Romance languages is desirable. Some reference desk duties are included. Duplicate cataloguing experience using DOBIS/LIBRARIAN for an accredited library school. This is a probationary appointment at Librarian I or Librarian II, 1986-87 salary ranges are: Librarian 1 $21,008 - $28,097 and Librarian 2 $27,084 - $35,185. Submit resume and names of three referees to: Mrs. Ruth Gentry, Acting University Librarian, Ralph Pickard Bell Library, Mount Allison University, Sackville, New Brunswick E0A 3C0. This position is to be filled as soon as possible. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LINGUISTICS

UNIVERSITY OF VICTORIA. Department of Linguistics. Applications are invited for the position of Visiting Lecturer for the period of September 1, 1987 - April 30, 1988. Teaching duties include courses in phonology and morphology at both graduate and undergraduate levels. Qualifications: completion of Ph.D. programme before September 1987; previous teaching experience preferred. Letters of application accompanied by a curriculum vitae and the names and addresses of three referees should be sent by March 15, 1987, to: Chairman, Department of Linguistics, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Canadian immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants.

LITERATURE

McGILL UNIVERSITY. Comparative Literature. Applications are invited for a one-year position at the level of associate professor, subject to renewal. Salary: @ $30,000 (September 1987 to May 1988). Requirements: Ph.D. and publications. Fluency in English and French. Preference given to third language/literature area: Slavic, Celtic, or Far Eastern. Strong background in literary theory with interest in interdisciplinary work between literature and other cultural areas. Apply to Prof. Eva Kushner, Comparative Literature, McGill University, Room 210, Peterson Hall, 3460 McTavish Street, Montreal, H3A 1X9. Send c.v. complete file and provide the names of three referees. Deadline: February 15, 1987

MANAGEMENT

THE UNIVERSITY OF LETHBRIDGE. School of Management. Assistant Professor. Position: Tenure track position is available in the area of Marketing. Qualifications: Ph.D. preferred in a social knowledge of late nineteenth and early twentieth century mathematics (preferably in particular of foundations of mathematics), fluency in French and German and a Ph.D. The work will involve the interpretation and reconstruction of manuscripts (particularly those written by Russell between 1895 and 1913) as well as the preparation of commentary and annotation required for a scholarly edition. The post offers the successful applicant the opportunity to work closely with a major scholarly editing project as well as opportunities for independent research in the Russell Archives at McMaster. The Research Associateship will begin on July 1, 1987 and will be for five years. Salary will be not less than $28,000 for applicants holding a Ph.D degree. Applicants should send a curriculum vitae and the names of three referees to The Managing Editor, The Bertrand Russell Editorial Project, McMaster University, Hamilton, Ontario, Canada L8S 4M2. Please submit your application as soon as possible. In accordance with Canadian immigration requirements, this advertisement is directed to citizens and permanent residents of Canada

JAPANESE

YORK UNIVERSITY. Faculty of Arts, Department of Languages, Literatures and Linguistics. Japanese. Tenure stream Japanese language Instructor. Contractually limited position in the Alternate Stream at the rank of Sessional Assistant Lecturer in Japanese, commencing July 1, 1987. Position subject to budgetary approval by the University. Required: M.A. in Linguistics with strong emphasis on Second Language Acquisition and Teaching of Japanese as a Foreign Language; sophisticated and extensive knowledge of spoken and written Standard Japanese; excellent command of English, demonstrated effectiveness in teaching Japanese language at the university levels. Salary commensurate with experience. Applicants should send a covering letter stating interest and relevance to this position and an updated curriculum vitae; they should also arrange to have three letters of recommendation, teaching evaluations or attestations and transcripts of graduate studies sent to: Leisa Kanumanchi, Chair, Department of Languages, Literatures and Linguistics, York University, North York, Ontario M3J 1P3. Application deadline: February 15, 1987. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents.

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MANAGEMENT

THE UNIVERSITY OF LETHBRIDGE. School of Management. Assistant Professor. Position: Tenure track position is available in the area of Marketing. Qualifications: Ph.D. preferred in a social knowledge of late nineteenth and early twentieth century mathematics (preferably in particular of foundations of mathematics), fluency in French and German and a Ph.D. The work will involve the interpretation and reconstruction of manuscripts (particularly those written by Russell between 1895 and 1913) as well as the preparation of commentary and annotation required for a scholarly edition. The post offers the successful applicant the opportunity to work closely with a major scholarly editing project as well as opportunities for independent research in the Russell Archives at McMaster. The Research Associateship will begin on July 1, 1987 and will be for five years. Salary will be not less than $28,000 for applicants holding a Ph.D degree. Applicants should send a curriculum vitae and the names of three referees to The Managing Editor, The Bertrand Russell Editorial Project, McMaster University, Hamilton, Ontario, Canada L8S 4M2. Please submit your application as soon as possible. In accordance with Canadian immigration requirements, this advertisement is directed to citizens and permanent residents of Canada

JAPANESE

YORK UNIVERSITY. Faculty of Arts, Department of Languages, Literatures and Linguistics. Japanese. Tenure stream Japanese language Instructor. Contractually limited position in the Alternate Stream at the rank of Sessional Assistant Lecturer in Japanese, commencing July 1, 1987. Position subject to budgetary approval by the University. Required: M.A. in Linguistics with strong emphasis on Second Language Acquisition and Teaching of Japanese as a Foreign Language; sophisticated and extensive knowledge of spoken and written Standard Japanese; excellent command of English, demonstrated effectiveness in teaching Japanese language at the university levels. Salary commensurate with experience. Applicants should send a covering letter stating interest and relevance to this position and an updated curriculum vitae; they should also arrange to have three letters of recommendation, teaching evaluations or attestations and transcripts of graduate studies sent to: Leisa Kanumanchi, Chair, Department of Languages, Literatures and Linguistics, York University, North York, Ontario M3J 1P3. Application deadline: February 15, 1987. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents.

MATHEMATICS

UNIVERSITY OF TORONTO. Department of Mathematics. Applications are invited from recent Ph.D.'s for a tenure-track position in the field of Applied Mathematics at the level of Assistant Professor. The position is subject to budgetary approval and shall begin on July 1, 1987. Duties consist of research and teaching and candidates must demonstrate clear strength in both. The University of Toronto encourages both men and women to apply for this position. Applicants should send their complete curriculum vitae, together with lists of publications, and arrange to have at least three recent letters of reference sent directly to: Professor D.K. Sen, Associate Chairman, Department of Mathematics, University of Toronto, Toronto, Canada, M5S 1A1. To insure consideration, applications and letters of reference should be received by March 1, 1987. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents in Canada only.

UNIVERSITY OF TORONTO. Department of Mathematics. Applications are invited from recent Ph.D.'s for a limited term Assistant Professorship, subject to budget approval, beginning July 1, 1987, for a term of up to three years. Duties consist of research and teaching and candidates must demonstrate clear strength in both. The University of Toronto encourages both men and women to apply for this position. Applicants should send their complete curriculum vitae, together with list of publications, and arrange to have at least three recent letters of reference sent directly to: Professor D.K. Sen, Associate Chairman, Department of Mathematics, University of Toronto, Toronto, Canada, M5S 1A1. To insure consideration, applications and letters of reference should be received by February 15, 1987. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents in Canada only.

MOUNT ALLISON UNIVERSITY. Mathematics. Applications are invited for a tenure-track position at the rank of assistant professor, associate professor or professor, beginning July 1, 1987. While any area of specialization will be considered, the ability to teach undergraduate courses in Operations Research and Statistics will be an asset. Applicants should hold a Ph.D. (or equivalent) and will be expected to carry out teaching and research duties normally assigned to the general activities of the department. Salary ranges for 1987-88 are: $28,699 - $41,300 for assistant professor; $35,568 - $57,924 for associate professor; $44,740 - $69,962 for professor. Applications, including curriculum vitae and the names of three referees should be sent to: R.M. Tory, Head, Department of Mathematics and Computer Science, Mount Allison University, Sackville, New Brunswick, E0A 3C0. Closing date for receipt of applications is January 31, 1987. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McMASTER UNIVERSITY. Department of Mathematics and Statistics. The Department of Mathematics and Statistics, McMaster University, invites applications for a tenure track Assistant Professorship starting July 1, 1987. Candidates should have a PhD and proven research ability in some area of Mathematics related to Analysis, as well as capability in teaching. Salary based on qualifications and experience. 1986/87 minimum is $27,639. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send curriculum vitae and arrange for three letters of reference to: Prof. S. Banaschewski, Chairman, Mathematics & Statistics, McMaster University, Hamilton, Ontario, L8S 4K1, Canada.

UNIVERSITY OF WATERLOO. Combinatorics & Optimization. Applications are being accepted for the position of Assistant Professor in the area of Combinatorics or Discrete Optimization, starting on or before September 1, 1987. A PhD degree is required and candidates should have proven ability in research and excellent research and effective teaching. Responsibilities will include the supervision of graduate students. It is desirable that the candidates have some interest in the application of optimization techniques to problems in business, industry and commerce. The Department is expected to enhance the Department's ability to support education in the area of Operations Research, Statistics, and Graduate and undergraduate levels. Salary and rank will be commensurate with qualifications and experience. Interested individuals should send curriculum vitae and the names of three references to Professor P.J. Schellenberg, Chairman, Department of Combinatorics & Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its regular academic vacancies with recent PhD graduates appointed as Assistant Professors. Applications from women candidates are particularly welcome.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Applied Mathematics. Applications or nominations are invited for the position of Chairman, Department of Applied Mathematics, Faculty of Science. The effective date of the appointment is July 1, 1987. Applications or nominations should be addressed to Dean W.S. Fyfe, Dean, Faculty of Science, The University of Western Ontario, London, Ontario, Canada, N6A 5B1. Applications or nominations should be submitted by March 1, 1987 in accordance with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents of Canada. An equal opportunity employer.

McMASTER UNIVERSITY. Department of Mathematics & Statistics. The Department of Mathematics & Statistics, McMaster University, invites applications for a three year Assistant Professorship starting July 1, 1987. Candidates should have a PhD and proven research ability in some area of Mathematics, as well as capability in teaching. Salary based on qualifications and experience. 1986/87 minimum is $27,639. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, together with curriculum vitae and the names of three referees, should be sent by 30 April 1987 to: Malcolm Peal, Ph.D., Professor and Director, School of Rehabilitation Therapy, Faculty of Medicine, Queen's University, Kingston, Ontario, K7L 3N6. Telephone: (613) 545-6105.

OTTAWA CIVIC HOSPITAL. Chief, Division of Microbiology and Immunology. The hospital, a 922-bed tertiary care teaching hospital associated with the University of Ottawa, invites applications for the position of Chief of the Division of Microbiology and Immunology within the Department of Laboratory Medicine. The Division is being formed through the merger of pre-existing Divisions of Microbiology and Immunology. The successful candidate will be responsible for administering a clinical microbiology and immunology service and will be expected to develop a strong clinical and basic research program. The Loeb Medical Research Building, a 35,000.00 square foot facility on the Hospital Campus will be completed during 1987. An attractive salary will be given to the successful candidate. Applications should be addressed to Dr. W.S. Fyfe, Dean, Faculty of Science, The University of Western Ontario, London, Ontario, Canada, N6A 5B1. Applications or nominations should be submitted by March 1, 1987 in accordance with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents of Canada. An equal opportunity employer.

McMASTER UNIVERSITY. Department of Mathematics & Statistics. The Department of Mathematics & Statistics, McMaster University, invites applications for a three year Assistant Professorship starting July 1, 1987. Candidates should have a PhD and proven research ability in some area of Mathematics, as well as capability in teaching. Salary based on qualifications and experience. 1986/87 minimum is $27,639. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, together with curriculum vitae and the names of three referees, should be sent by 30 April 1987 to: Malcolm Peal, Ph.D., Professor and Director, School of Rehabilitation Therapy, Faculty of Medicine, Queen's University, Kingston, Ontario, K7L 3N6. Telephone: (613) 545-6105.

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UNIVERSITY OF MANITOBA. Microbiology. The Department of Microbiology invites applications for a tenure-track position at the Assistant Professor Level. The successful candidate will have a Ph.D. degree with two or three years postdoctoral training in microbial biotechnology, applied microbiology, or microbial physiology. Evidence of successful participation in a research program is expected. Subject to budgetary approval the appointment will be effective July 1, 1987 and the salary will be

INDEPENDENT RESEARCH. An appointment in the University of Ottawa Department of Microbiology and Immunology will be made at the appropriate academic rank. In accordance with Canadien Immigration Policies, initial preference for this position will be given to Canadian citizens and permanent residents of Canada. Please reply with Curriculum Vitae to Dr. J.D. Grimes, Vice-President, Clinical and Research Administration, Ottawa General Hospital, 1053 Carling Ave., Ottawa, Ontario, Canada K1Y 4E9.

ST. JOSEPH'S HOSPITAL. Intensivist/Pediatric Gastroenterologist. A full-time position (Assistant Professor) is available for a gastroenterologist with particular interest and expertise in critical care and pediatric gastroenterology at St. Joseph's Hospital, a teaching hospital associated with McMaster University Medical School. The 15 bed Intensive Care Unit provides adult critical care for the hospital and for Regional Programmes in Nephrology, Respirology and Toxicology. The successful applicant will join a team of Intensivists providing critical care in the Intensive Care Unit, and will provide gastroenterology service to the Department of Pediatrics. Applicants should have Royal College Certification or equivalent in Internal Medicine and Gastroenterology with particular training in Pediatric Gastroenterology and Adult Critical Care Medicine. The successful applicant will be required to have completed or be close to a degree in Design, Measurement and Evaluation, in accordance with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. Please send a letter of application, accompanied by a current curriculum vitae and the names of 3 referees by February 28, 1987. Dr. A.C.P. Powles, Director, Intensive Care Unit, St. Joseph's Hospital, 50 Charlton Ave East, Rm. 539, Hamilton, Ontario, L8N 4A6.

MICROBIOLOGY

DALHOUSIE UNIVERSITY. Instructor. The Department of Microbiology invites applications for a full-time faculty position. Applicants must have an Honours or Masters Degree with a background in Microbiology and extensive laboratory experience using modern microbiological techniques. Primary responsibilities will include instruction in, and preparation of, laboratory classes in Medical Genetics, Virology and Immunology; organization and improvement of existing laboratory exercises; and development of new procedures for laboratory exercises. Starting salary is dependent on experience and qualifications; the current salary range for this position is $19,574 to $31,490. Applicants should send curriculum vitae and names of three referees to: Dr. Colin Stuttard, Chair, Appointments Committee, Department of Microbiology, Dalhousie University, Halifax, Nova Scotia, B3H 4H7, by 15 February 1987. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WESTERN ONTARIO. Bacteriologist. Applications are invited for a tenure-track position, effective July 1, 1987, as Assistant Professor or Associate Professor, depending upon qualifications, in the Department of Microbiology and Immunology. Applicants should be bacteriologists and have a Ph.D. and Post-Doctoral training in microbial cell surfaces, molecular basis of host-parasite relationships and/or biochemical aspects of microbial structure. Applicants must have demonstrated continuous ability to conduct a publish original, independent research. The deadline for applications is March 1, 1987. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. The University of Western Ontario is an equal opportunity employer. Address correspondence to: Dr. R.N. Sinclair, Chairman, Department of Microbiology and Immunology, University of Western Ontario, London, Ontario, N6A 5C1

UNIVERSITY OF VICTORIA. Molecular Cell Biology (Virology, Nucleic Acids, Genetics). The Department of Biochemistry and Microbiology invites applications for a tenure-track faculty position at the Assistant Professor level. Applicants must have a Ph.D and a minimum of two years postdoctoral experience. They must have demonstrated research competence in molecular aspects of virology, nucleic acids, genetics, or other areas of molecular biology. Applicants will be expected to establish an independent research program and to teach molecular aspects of virology and nucleic acids to faculty undergraduates. Applicants predisposed to integrate research interests with those of other Department members will be given a preference. Salary is available July 1, 1987 and will be made in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents of Canada. Equal opportunity will be given to male and female applicants. Salary will be commensurate with education and experience. Applicants should send curriculum vitae, a summary of future research interests, and the names and addresses of three referees to: Dr. William W. Kay, Professor and Chairman, Department of Biochemistry and Microbiology, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Deadline April 1, 1987.

UNIVERSITY OF MANITOBA. Microbiology. The Department of Microbiology invites applications for a tenure-track position at the Assistant Professor Level. The successful candidate will have a Ph.D. degree with two or three years postdoctoral training in microbial biotechnology, applied microbiology, or microbial physiology. Evidence of successful participation in a research program is expected. Subject to budgetary approval the appointment will be effective July 1, 1987 and the salary will be

based on qualifications. The individual will be expected to develop a strong funded research program in his/her specialty including the direction of graduate students. Participation in the teaching of undergraduate courses will be expected. The University encourages both women and men to apply. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applicants are invited to arrange to have curriculum vitae, three letters of reference, recent reprints and a brief description of present and prospective research forwarded by February 15, 1987 to: Dr. P. Loewen, Chairman, Search Committee, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

MUSEUM STUDIES

UNIVERSITY OF TORONTO. Museum Studies. The School of Graduate Studies at the University of Toronto invites application for a tenure-stream appointment, open to both female and male applicants, at the Assistant Professor level, beginning 1 July, 1987. Salary will depend upon applicant's qualifications and available funding. Ph.D. or equivalent, teaching experience, publications, and promise of future contributions to scholarship are required. Museology experience an asset. Teaching responsibilities will be at the graduate level in the Museum Studies Program. Please send curriculum vitae and names of at least two references by 1 February, 1987 to Dean P.J. Perron, School of Graduate Studies, 83 St. George St., University of Toronto, Toronto M5S 2Z9, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MUSIC

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Music. Department of Theory & Composition. Chair Required. Position: Assistant Professor, probationary appointment. Qualifications: Doctorate in Composition or equivalent training and professional achievement. Documentation of a developing career as a composer. Clear indications of effectiveness as a teacher of both theory and composition. Expertise in the fields of computer and electronic music. Duties: A variety of undergraduate theory and composition courses. Graduate courses and thesis supervision in areas of specialization. Maintenance of a high level of professional activity. Salary: Commensurate with qualifications and experience. Applications and inquiries: Dr. Bill Dixon, Chairman, Department of Theory & Composition, Faculty of Music, The University of Western Ontario, London, Ontario N6A 3K7. Please submit a letter of application, curriculum vitae and names, addresses, and telephone numbers of three referees. No publications unless requested later. Appointment date: 1987 07 01. Closing date for applications: February 15, 1987. Appointment subject to Budget Approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada. An equal opportunity employer.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Music. Department of Music History. Applications are invited for a tenure-track position in Music History - rank open. The department desires wide area specialized coverage of the field at the undergraduate and Master's level. It is hoped that a proposed Ph.D. program will be implemented in the very near future. Applicants should possess a Ph.D. in musicology. The successful applicant will have an established scholarly reputation, show evidence of ongoing research, and will be a teacher of demonstrated ability. Given these qualifications the department is prepared to consider any field of specialization. Duties will include the teaching of undergraduate and graduate courses, direction of graduate theses in areas of specialization, and research. Salary: Commensurate with experience. (1986-87 floors: Assistant Professor $27,270, Associate Professor $32,440, Professor $42,300). Applications and inquiries: Dr. Philip Downs, Chairman, Department of Music History, Faculty of Music, The University of Western Ontario, London, Ontario, N6A 3K7. Please submit: a letter of application, curriculum vitae and three letters of reference. Do not send publications at this time. Appointment Date: July 1, 1987. Closing date for applications: February 15, 1987 or until position filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. An equal opportunity employer. **THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Music. Department of Music Education.** 1. Rank: Assistant, Associate or Professor, subject to Qualifications: Ph.D. completed (or near completion) or equivalent in music education with a specialty in elementary music education; extensive classroom teaching experience; specialized expertise in one of the major methodologies (Kodaly, Orff, Dalcroze); a thorough knowledge of all approaches to elementary music education. 3. Duties: Undergraduate and graduate teaching; supervision of music education; supervision of graduate theses. 4. Salary: Commensurate with experience and qualifications. (1986-87 floors: Assistant Professor $27,270, Associate Professor $32,440, Full Professor $42,300.) 5. Date of Appointment: July 1, 1987. 6. Closing Date for Applications: March 1, 1987 or when position filled. 7. Inquiries to: Robert W. Wood, Ph.D., Chairman, Department of Music Education, Faculty of Music, The University of Western Ontario, London, Ontario N6A 3K7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. An equal opportunity employer. **Music Education.** The School of Music of Brandon University invites applications for a substantial replacement position in Music Education at the level of Assistant or Associate Professor. Applicants must have a Ph.D. or equivalent and an established record of scholarship along with expertise in the philosophical and psychological foundations of music education. Interest and teaching competency in jazz pedagogy or instrumental music education and methods would be an assel. The successful candidate will be expected to teach at both the undergraduate and graduate level and participate in the supervision of master's level theses. Candidates with university teaching experience will be preferred. Salary and rank will be commensurate with qualifications and experience. The current floor at Associate Professor rank is $36,479. Brandon University is an equal opportunity employer, but in accordance with immigration and Canada requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications, including curriculum vitae and three letters of reference, should be submitted to: Professor Gordon MacPherson, Dean, School of Music, Brandon University, Brandon, Manitoba, Canada, R7A 6A9. This position is subject to budgetery approval.

NURSING

UNIVERSITY OF MANITOBA. School of Nursing. Exciting opportunities available immediately to participate in the development and teaching of clinical specialization courses in an innovative and expanding Degree-level Master program. Major areas of specialization include acute care nursing and community health nursing with a strong emphasis on clinical nursing research. Excellent opportunities for faculty practice. The School of Nursing is highly supportive of scholarly endeavour and, in collaboration with the provincial nursing association, houses the Manitoba Nursing Research Institute which participates in research, statistical, and grant preparation support to nurse researchers in the province. Both men and women are encouraged to apply in accordance with the Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applicants must have an earned doctorate with practice and teaching experience as well as demonstrated scholarship in research and public affairs. Salary commensurate with qualifications and experience. Send resume to or call for further information. Dr. Jennifer Gilmour, Acting School of Nursing, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2; 1-204-474-9209.

UNIVERSITY OF NEW BRUNSWICK. Faculty of Nursing. The Faculty of Nursing, University of New Brunswick, invites applications from nurse researchers at the graduate level in psychiatric/mental health nursing, with clinical expertise in these areas. An Adaptation Program (APP) for registration in New Brunswick. Starting Date: July 1, 1987. Rank and salary will be commensurate with qualifications and experience. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. An equal opportunity employer. Send letter of application, curriculum vitae, and names, addresses and phone numbers of 3 references to: Dr. J. McWhirter, Dean, Faculty of Nursing, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3.

NUTRITION

MACDONALD COLLEGE OF McGILL UNIVERSITY. Assistant Professor - Human Foods and Nutrition. A tenure-track appointment open to graduates of 1986/87, which involves research, teaching at graduate and undergraduate levels, and general faculty duties in the School of Dietetics and Human Nutrition. Teaching will be compatible with the candidate's expertise and interest and will be composed of: (1) Graduate Coordinator of two one-semester courses in the scientific and human aspect of foods. Base annual salary at this rank for Professor level is $31,275. Salary will be commensurate with experience. Preference will be given to applicants with established interests and abilities to initiate a strong research program in the nutritional aspects of foods. Postdoctoral experience and established laboratory research record are assets. Applicants must hold a Ph.D., or equivalent degree, in nutrition or a closely related field. Experience in dietetics programs and meeting the eligibility requirements for the Canadian Dietetics Association are desirable. Documentation should include a resume with a statement of research interests and research publications, the names and addresses and telephone numbers of 3 persons qualified to judge research, teaching and professional abilities. These should be sent to: Harold V. Kuhnlein, Ph.D., Professor and Director, School of Dietetics and Human Nutrition, Macdonald College of McGill University, 21,111 Lakeshora Road, Ste. Anne de Bellevue, Quabec H9X 1C0. Closing date: April 1, 1987, or until a suitable candidate is found. Macdonald College is located 35 km west of the Montreal Campus of McGill University. In accordance with Canadian immigration requirements, this position is offered in the first instance to Canadian citizens and permanent residents. The language of instruction at McGill is English.

OCCUPATIONAL & PHYSICAL THERAPY

McGILL UNIVERSITY. Programs in Occupational Therapy and Physical Therapy. Applications are invited for full-time tenure-track academic appointments in the programs of Physical or Occupational Therapy. McGill University offers BSc degrees in OT and in PT as well as an MSc degree in Health Science. Qualified candidates should be occupational therapists or physical therapists who possess a doctoral degree and have a clinical research interest in one of the following areas: pediatrics, psychiatry, cardiopulmonary rehabilitation, rheumatology or orthopedics. Send a letter stating teaching and research interests, curriculum vitae, copies of up to three publications, and names of three references to: Dr. Bruce Wells, Chairman, Search Committee, School of Physical and Occupational Therapy, 3654 Drummond Street, Montreal, Quebec, Canada H3G 1Y5. Canadian starting salaries: Assistant Professor $31,225; Associate Professor $36,416; Professor $45,172.

OCEANOGRAPHY

ROYAL ROADS MILITARY COLLEGE. Physical Oceanography. Royal Roads Military College invites applications for a tenure track position at the Assistant or Associate Professor level in physical oceanography beginning August 1987. Duties include teaching at the undergraduate and graduate level, supervision of graduate students, and research. Applicants should have a PhD in physical oceanography and expertise in numerical or analytical modelling with some knowledge of data analysis techniques. Experience in military applications would be an asset. Salary will be commensurate with qualifications and level of appointment. Send curriculum vitae and the names of three references to: Dr. J.S. Mother'all, Principal, Royal Roads Military College, FMO Victoria B.C. V9S 1B0. Applications will be received until a suitable candidate is found. Open to Canadian citizens and landed immigrants only. Royal Roads Military College offers equal employment opportunities to qualified female and male applicants.

ROYAL ROADS MILITARY COLLEGE. Ocean Acoustics. Royal Roads Military College invites applications for a tenure track position at the Assistant or Associate Professor level in ocean acoustics beginning August 1987. Duties include teaching at the undergraduate and graduate level, supervision of graduate students, and research. Applicants should have a PhD with experience in ocean acoustics and considerable expertise in experimental techniques and signal processing. Experience in military applications would be an asset. Salary will be commensurate with qualifications and level of appointment. Send curriculum vitae and the names of three references to: Dr. J.S. Mothersill, Principal, Royal Roads Military College, FMO Victoria, B.C. V9S 1B0. Applications will be received until a suitable candidate is found. Open to Canadian citizens and landed immigrants only. Royal Roads Military College offers equal employment opportunities to qualified female and male applicants.

PATHOLOGY

QUEEN'S UNIVERSITY. Pathology. Applications are invited from pathologists for appointment in the Department of Pathology Queen's University and Kingston General Hospital The Kingston General Hospital is a tertiary care hospital with 600 beds and is the main teaching hospital for Queen's University. Applicants should have, or be eligible for, the M.R.C.P. certification and be eligible for licensure in the Province of Ontario. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates of both sexes are encouraged to apply. All positions will involve undergraduate and graduate teaching, research and service in different proportions. Special interest and experience in certain areas (especially cytopathology, would be an asset. Academic rank and salary would be commensurate with experience. The following are the positions to be filled: 1) Academic Pathologist, whose major interest and time will be spent on academic activity. 2) General Pathologist, who will also be the Laboratory Director in one of the local hospitals to which coverage is provided. 3) Director of Laboratories at Kingston General Hospital, the requirements being a general pathologist with management experience and communicative skills. Apply before March 15, 1987, with curriculum vitae and names of three referees to: Dr. Gerald Krolewski, Professor and Head, Department of Pathology, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

PHARMACOLOGY

UNIVERSITY OF TORONTO. Faculty of Medicine. (1) University Department: Pharmacology. (2) Rank: Assistant Professor and Chairman. (3) Qualifications required: Ph.D. or M.D. (4) Nature of Duties: To provide academic leadership in research and teaching. Responsible for overall departmental administration. (5) Salary: Negotiable (6) Person to whom inquiries should be sent: Dr. Keith L. Moore, Associate Dean, Basic Sciences, Faculty of Medicine, University of Toronto, 1 King's College Circle, Toronto, Ontario M5S 1A8. The University of Toronto encourages both men and women to apply for positions. (7) Effective Date of Appointment: July 1, 1987. (8) Closing Date for Receipt of Applications: March 1, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PHILOSOPHY

McGILL UNIVERSITY. Department of Philosophy. Three sabbetical leave replacement positions, 9-month contracts (September 1, 1987 - May 31, 1988). Rank open, salary depending on qualifications. (Minimum assistant professor salary for nine months is $24,000.) 2 courses per semester, four courses in nine months. Courses to be coveiad: Ethics, biomedical ethics, philosophy of law, philosophy of science, analytic philosophy, aesthetics, philosophy of religion, philosophy of history, introduction to philosophy, medieval philosophy, logic. Applications with supporting documents should be received by February 15, 1987 addressed to Professor J. McGilvray, Chairman, Department of Philosophy, McGill University, Stephen Leacock Bldg., 855 Sherbrooke St. W., Montreal, Quebec, H3A 2T7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ST. THOMAS UNIVERSITY. Philosophy. Applications are invited for a full-time tenure-track appointment in the Department of Philosophy at the rank of assistant professor, beginning July 1, 1987, subject to approval. Candidates must have a Ph.D. preference will be given to those candidates well acquainted with both medieval and contemporary Thomism, and who have demonstrated success at teaching undergraduates. The successful applicant will be expected to teach a section of introductory philosophy, introductory logic, medieval philosophy, as well as something in the area of their specialty. Current salary range for assistant professor: $30,000 - $44,454. Curriculum vitae, names of three referees, and other supporting documentation should be sent to: Dr. Frank Cronin, Chairman, Department of Philosophy, St. Thomas University, P.O. Box 4569, Fredericton, N.B., E3B 5G3 **Applications accepted** until position is filled. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

McGILL UNIVERSITY. Department of Philosophy. Assistant Professor, three-year tenure track appointment, subject to budgetary approval. Ph.D. expected by time of appointment. Field: Philosophy of Mind. The successful candidate must be a superior instructor and have outstanding promise as a contributor to his or her field of specialization. Minimum McGill salary for assistant professor is $31,225. Duties expected to begin September 1, 1987. Send applications with supporting documents, as soon as possible, addressed to Professor J. McGilvray, Chairman, Department of Philosophy, McGill University, Stephen Leacock Bldg., 855 Sherbrooke St. W., Montreal, Quebec H3A 2T7 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PHYSICAL EDUCATION

UNIVERSITY OF WESTERN ONTARIO. Exercise Physiology. Applications will be accepted for one (1) year Resident Fellowship at the University of Western Ontario in Exercise Physiology involving ninety men and women between July 1987. Salary would be based on Resident training level of applicant in accordance with the Schedule published. The advertisement is directed to Canadian Citizens and permanent residents of Canada. For further information contact Dr. Albert Taylor, Dean, Faculty of Physical Education, University of Western Ontario, London, Ont. N6A 3K7.

QUEEN'S UNIVERSITY. Physical And Health Education. The School of Physical and Health Education at Queen's University is now receiving applications for a three-year tecuity (leave) replacement position. The successful candidate will hold a Ph.D. in Exercise Physiology (or related area). The candidate will participate in teaching some undergraduate courses in the area of health promotion, undergraduate and graduate teaching, research and service in different proportions. Special interest and experience in certain areas (especially cytopathology, would be an asset. Academic rank and salary would be commensurate with experience. Applicants may be asked to be willed to: 1) Academic Pathologist, whose major interest and time will be spent on academic activity. 2) General Pathologist, who will also be the Laboratory Director in one of the local hospitals to which coverage is provided. 3) Director of Laboratories at Kingston General Hospital, the requirements being a general pathologist with management experience and communicative skills. Apply before March 15, 1987, with curriculum vitae and names of three referees to: Dr. Gerald Krolewski, Professor and Head, Department of Pathology, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

QUEEN'S UNIVERSITY. Physical And Health Education. The School of Physical and Health Education invites applications for a two-year appointment, effective July 1, 1987. Primary responsibilities will include teaching of motor learning and social-psychology of sport at the undergraduate level. The appointment will provide opportunity to participate in the School's socio-cultural graduate program and the appointee will be expected to pursue individual research interests. Candidates are encouraged also to identify other areas of expertise in undergraduate teaching, coaching and physical activities instruction. The successful candidate should hold a Ph.D. as well as a professional degree in Physical Education or the equivalent. Rank and salary offered are commensurate with the qualifications and experience of the successful candidate. The 1986-87 salary floor for Assistant Professor is $28,500. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates of both sexes are encouraged equally to apply. Applications, including curriculum vita and names of three referees should be forwarded to: Professor G.M. Andrew, Director, School of Physical and Health Education, Queen's University, Kingston, Ontario, K7L 3N6. Phone: (613) 545-2666. Closing Date: When position is filled

LAURENTIENNE UNIVERSITY. Physical And Health Education. The School of Physical and Health Education invites applications for a one-year appointment which may be extended for a second year, as Instructor, commencing September 1, 1987. The successful candidate will hold an M.A. or M.Sc. degree and an undergraduate degree in Physical Education, or equivalent. Primary teaching will be in the health area the undergraduate program. The School's primary course offerings in this area include: Health - Contemporary issues and issues/problems courses in Human Nutrition and Human Sexuality; also, health components are included in courses focusing on Stress Management, Alcohol and Additive Physical activity. The successful candidate will be expected to assume teaching responsibilities in at least one of these areas. Salary: courses and other teaching appropriate to ones interest and skills. Since the primary duties fall within the Fall and Winter Terms, the possibility prevails for negotiating a contract of less than the standard 12-months. Applications are invited. Application candidates should provide recent academic Curriculum Vita and names of three referees. Candidates should also provide relevant information on other teaching experience and background (eg. Certifications held). In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates of both sexes are encouraged equally to apply. Applications are to be addressed to Professor G.M Andrew, Director, School of Physical and Athletic Injures. Supervision of and some Lecturing in Exercise Science. Development of Exercise Science Programs. Salary commensurate with experience. 6. Person to whom inquiries should be sent Professor Roy Shephard, Director, School of Physical Health Education, 320 Huron St., University of Toronto, Toronto, Ont. M5S 1A1. 7. Effective date of Appointment: July 1st, 1987. 8. Closing date for receipt of applications March 1st, 1987.

UNIVERSITE LAURENTIENNE. Education physique. L'Université Laurentienne sollicite des candidatures à un poste en éducation physique à titre de professeur(e) à tar ire avec effet le 1er août 1987. Exigences: Doctorat préférence le doctorat en éducation physique ou la maîtrise avec expérience. Tâches: Enseignement au premier cycle dans les domaines suivants: physiologie, physiologie du travail, programmes d'entraînement, sciences de l'entraînement. Trois références requises concernant l'enseignement au niveau universitaire. Envoyer un exemplaire des notes de fonction des diplômes obtenus. Conditions Traitement selon la convention collective La préférence sera accordée aux candidats bilingues. Ce poste est soumis à l'autorisation budgétaire. Adresser sa candidature à: Professeur P. Demeyere, Chef de département, Division de L'Education physique, Université Laurentienne, 935 ou lac Ramsey Sudbury (Ontario) P3E 2C6

YORK UNIVERSITY. Sports Administration. The Department of Physical Education, Health and Athletics, York University, invites applications for a three year faculty (leave) replacement position in Sports Administration. The successful candidate will be expected to Coordinate the Certificate Program in Sports Administration, teach in the undergraduate program and supervise the York University Sports Administrators Association. Qualifications: Preference will be given to candidates with a Ph.D. in Administration, particularly in the area of Sports Administration. Salary commensurate with qualifications and experience in accordance with Canadian immigration requirements this advertisement is directed toward Canadian citizens or permanent residents of Canada. York University is implementing a policy of employment equity. Qualified men and women are invited to apply Letter of application, curriculum vita, names and addresses of three (3) referees should be sent to: Professor Bruce Kidd, c/o Miss Mary Lyons, Chair, Search Committee, Department of Physical Education, Recreation and Athletics, York University, 4700 Keele Street, North York, Ontario M3J 1P3 Duties commence July 1, 1987, pending University approval.

PHYSICS

QUEEN'S UNIVERSITY AT KINGSTON. Department of Electrical Engineering. Applications are invited for a new tenure track position in the Computer Engineering program of the Department. Applicants should have expertise in one or more of the following areas: microprocessors, computer architecture and systems; computer communications and networks, VLSI and digital systems design. Basic duties will include undergraduate and graduate teaching, research compatible with the department program and participation with other staff in the academic and administrative affairs of the department. Rank and salary will be commensurate with qualifications and experience. A Ph.D. degree is required. Candidates of both sexes are equally encouraged to apply. This tenure-track position is provided by the Queen's University National Scholars Program which has been established to promote the highest standard of excellence. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send a detailed career summary, names and addresses of three referees to Dr G.J.M. Aitken, Head, Department of Electrical Engineering, Queen's University, Kingston, Ontario, K7L 3N6. Please quote reference number: 0-13-86.

ROYAL ROADS MILITARY COLLEGE. Physics and Computer Science. The Department of Physics at Royal Roads Military College invites applications for a tenure track position at the Assistant or Associate Professor level to commence on 1 August 1987. The successful candidate will have a PhD and will be expected to teach courses at the undergraduate level possibly specialized in both physics and the hardware oriented aspects of computer science and to carry out research. Those holding honours will have obtained at least a first degree in Physics followed by in-depth experience in interfacing some apparatus to microcomputers as might be obtained though a formal degree and/or extensive applications research. Salary will be commensurate with qualifications and level of appointment. Applications, which should include curriculum vitae and the names and addresses of at least three references should be sent to: Dr. J.S. Mothersill, Principal, Royal Roads Military College, FMO Victoria, B.C. V9S 1B0; (Tel: (604) 380-4517) In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Royal Roads Military College offers equal employment opportunities to qualified female and male applicants. Applications will be received until a suitable candidate is found

UNIVERSITY OF WATERLOO. Physics. Postdoctoral Fellowships at University of Waterloo. The Department of Physics at Waterloo invites applications for fellowships for research work in the areas of experimental and theoretical solid state physics, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year, subject to satisfactory performance. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request Applicants should send a resume and names of 3 references to Prof. J. D. Leslie, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome

BRANDON UNIVERSITY. Physics. 1. Lecturer or Assistant Professor - one year sabbatical leave replacement 2. Ph.D. preferred and experience in teaching at undergraduate level. 3. Teaching undergraduate courses in the department. 4. Salary dependent on qualifications and experience. 5 Dr. R.A. Giles, Chairman, Department of Physics and Astronomy, Brandon University, Brandon, Manitoba R7A 6A9 6 Appointment effective September 1st, 1987 or by arrangement 7 Appointment available when good candidate found and confirmed on budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

UNIVERSITY OF NEW BRUNSWICK. SAINT JOHN CAMPUS. Physics. Applications are invited for a contractually limited appointment in Physics. The successful candidate will teach first and second year courses in Physics. Ph D or equivalent in Physics. Salary dependent on qualifications and experience Send letters of application and a current CV with the names and addresses of three referees to: Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P O Box 5050, Saint John, N B E2L 4L5 In accordance with current immigration requirements, this notice is directed to Canadian Citizens and permanent residents

THE UNIVERSITY OF BRITISH COLUMBIA. Engineering Physics. The Physics Department of The University of British Columbia invites applications for a tenure track position, effective July 1st, 1987 at the rank of Assistant Professor. The successful candidate will be appointed to participate in the Engineering Physics program which is a fully accredited program within the Faculty of Applied Science Candidates should have a Ph.D. in Physics together with a B A Sc. degree in Engineering Physics or a Professional Engineer would be an advantage Research interests should preferably lie in an area of experimental physics such as optics or surface science which are germane to modern technology Teaching ability and the ability to interact productively with other faculty members will also be considered. Starting salary will be commensurate with experience and qualifications Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent directly to Professor W D Hasnoff, Committee on Initial Appointments, Department of Physics, The University of British Columbia, 6224 Agriculture Road, Vancouver, B.C., V6T 2A6. The application deadline is February 15, 1987 or until a suitable candidate is selected. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position will be filled subject to final budgetary approval.

POLITICAL SCIENCE

UNIVERSITY OF NEW BRUNSWICK. Political Science. The Department of Political Science anticipates an appointment (possibly tenure-track) at the level of Assistant Professor. A completed Ph.D. is required for appointment at the rank of Assistant Professor. Salary will be commensurate with relevant experience. The position will involve undergraduate and graduate teaching as well as research in the areas of (1) Soviet Government, (2) Soviet Foreign Policy, (3) Politics in Eastern Europe, (4) Marxism-Leninism and (5) the Communist Party and the Communist Revolutionary. Applications, including a current curriculum vitae and the names of at least three referees, should be sent to the Chairperson, Department of Political Science, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. Applications will be received until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Department of Political Science. Applications are being accepted for a faculty position from individuals in comparative politics with a teaching and research interest in one or more of (i) Soviet Politics, (ii) Eastern European Politics, (iii) Chinese Politics, (iv) Japanese Politics. Preference will be appropriately qualified to teach a general introductory course as well as courses at more advanced levels. Salary will depend on qualifications. Appointment effective July 1, 1987 or by arrangement. Appointment available until February 27, 1987 or until position is filled. Send resumes to T.J. Downey, Chairman, Department of Political Science, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Preference in this competition is subject to budgetary approval. It is the intention of the University of Waterloo to fill this vacancy with recent Ph.D. graduates appointed as Assistant Professor wherever possible. Applications from women candidates are particularly welcome.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Political Science. Applications are invited for five Limited-Term positions, commencing July 1, 1987. Two of the appointments may be made for two years. Preference will be given to candidates with teaching interests in one or more of the following areas: Introduction to Political Science, Canadian Politics, Public Administration, Business and Government, International Relations and Comparative Politics. Applicants should have the Ph.D. or be near completion. Rank and salary are open. Applications are also invited for a number of part-time appointments on a sessional basis, commencing September 1, 1987. Rank and salary open. All appointments are subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. Applications, including a curriculum vitae and the names of 3 referees, should be directed to: Dr. R.A. Vernon, Chairman, Department of Political Science, The University of Western Ontario, Social Science Centre, London, Ontario, Canada, N6A 5C2. Deadline for receipt of applications: February 1, 1987. An Equal Opportunity Employer.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Political Science. Applications are invited for two tenured or probationary appointments commencing July 1, 1987. One position will be in the field of Local Government; the other will be in the field of Comparative Politics, preferably Comparative Politics. Rank and salary are open. The appointments are subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. Applications, including a curriculum vitae and the names of 3 referees, should be directed to: Dr. R.A. Vernon, Chairman, Department of Political Science, The University of Western Ontario, Social Science Centre, London, Ontario, Canada N6A 5C2. Deadline for receipt of applications: February 1, 1987. An Equal Opportunity Employer.

UNIVERSITY OF VICTORIA. Department of Political Science. Applications are invited for two full-time and one part-time sessional appointments to teach courses to faculty members on leave during 1987-88. These appointments are from 1 September 1987 to 30 April 1988, and are subject to budgetary approval. Applicants should be qualified to teach courses in one or more of the following fields: international relations, Canadian politics, political theory. Preference will be given to applicants possessing a Ph.D degree. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. Salary will be commensurate with qualifications. Applications, with curriculum vitae and the names of three referees, should be sent to: Dr. H.E. Bilddulph, Chairman, Department of Political Science, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Closing date: February 15, 1987. The University of Victoria offers equal employment opportunities to qualified male and female applicants.

UNIVERSITY OF TORONTO. SCARBOROUGH CAMPUS. Political Science. Applications are invited for a tenure stream position at the assistant professor level. PhD required. Applicants should have specialty in the Politics of Developing Nations (Latin America or South-East Asia). Salary commensurate with qualifications. Applications and names of three referees should be submitted to: Professor S. Solomon, Political Science, Division of Social Sciences, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, M1C 1A4 by January 31, 1987. This position is subject to budgetary approval in accordance with Canadian Immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. Within this category women and members of minority groups are strongly encouraged to apply.

UNIVERSITY OF TORONTO. SCARBOROUGH CAMPUS. Political Science. Applications are invited for a continually-limited term appointment for three years with a possibility of renewal to a maximum of five years. PhD required. Applicants should have teaching and research interests in International Relations or Political Theory. Salary commensurate with qualifications. Applications and names of three referees should be submitted to: Professor S. Solomon, Political Science, Division of Social Sciences, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, M1C 1A4 by January 31, 1987. This position is subject to budgetary approval in accordance with Canadian Immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. Within this category women and members of minority groups are strongly encouraged to apply.

POLITICS

BROCK UNIVERSITY. Politics. The Department of Politics, Brock University, will make a one year, leave replacement appointment in Comparative Politics and International Relations. An ability to teach empirical research methods will also be an asset. The appointment will be at the Assistant Professor or Lecturer level. Ph.D., teaching experience, and scholarly promise are desired. Salary will be appropriate to qualifications. Applications with a current curriculum vitae should be sent to the Chairperson, Recruitment Committee, Department of Politics, Brock University, St. Catharines, Ontario, L2S 3A1. Applicants should ask three referees to write on their behalf to this address. The appointment will be effective July 1, 1987. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PSYCHIATRY

UNIVERSITY OF SASKATCHEWAN. Academic Psychiatrist Required. A psychiatrist who has interest in Forensic Psychiatry background with subspecialty interest in consultation psychiatry is required in the Department of Psychiatry, College of Medicine, University of Saskatchewan. This position is a full-time appointment at an appropriate rank with benefits commensurate with position. The incumbent will practise in the 524-bed University Hospital with an active emergency, outpatient, consultation service and a 44-bed Inpatient psychiatry unit. The successful candidate will be actively involved in undergraduate and graduate teaching as well as Family Medicine teaching programs. There will be an emphasis placed on scholarly activity and research, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Salary range will be commensurate with qualifications and experience. Please address enquiries to: D.L. Keegan, M.D., F.R.C.P.(C), Professor and Head, Department of Psychiatry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0X0; (306) 966-8253.

PSYCHOLOGY

QUEEN'S UNIVERSITY. Faculty of Arts and Science. Department of Psychology. Queen's-NSERC Scholar Position. Applications are invited for a Queen's National Scholar position in the Department of Psychology. The successful candidate will be in the early to mid stages of her/his career and will have an established record of research and teaching. Selection will be based on academic excellence. Strong candidates in any area will be considered. This appointment will be for an initial five year term leading to a tenure track position. Salary will be commensurate with qualifications and experience. Candidates of both sexes are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send applications and letters of reference to be sent to: Dr. Rod Lindsay, Chair, Search Committee, Department of Psychology, Queen's University, Kingston, Ontario K7L 3N6.

QUEEN'S UNIVERSITY. Faculty of Arts and Science. Department of Psychology. Two Year Replacement Position. The Department has an opening for an Assistant Professor in the field of Social Psychology. In the first instance this is a two-year term appointment, but with the possibility of an extension. Well qualified candidates with a strong commitment to research and an interest in teaching courses in perception at the honours undergraduate level are encouraged to apply. The successful candidate will join an active perception group in the Department, and will be expected to participate in all its activities, including graduate seminars and research supervision. Candidates of both sexes are encouraged to apply in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should submit their curriculum vitae and arrange for three letters of reference to be sent to: Dr. P.C. Dodwell, Chair, Perception Search Committee, Department of Psychology, Queen's University, Kingston, Ontario K7L 3N6.

UNIVERSITY OF SASKATCHEWAN. Psychology Department. A tenure track position in cognitive developmental psychology will be open July 1, 1987. The appointment will be at the Assistant Professor level (1985-86 floor $29,501). Applicants should have a strong record of research, and candidates with some expertise in research design and methodology are especially encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should forward curriculum vitae, and have at least three referees submit letters of reference to: Art Clark, Head, Department of Psychology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

WILFRID LAURIER UNIVERSITY. Psychology. Applications are invited for a continuing appointment in the Department of Psychology, to begin July 1987 but may be renewed. Applicants should have at least a master's degree in applied, clinical or community psychology. The successful candidate would be expected to make a substantial contribution to the M.A. program in Social-Community psychology, and also to teach undergraduate courses in at least two of the following areas: abnormal, clinical, community, educational, methodology, statistics, personality, life span development. The Social-Community M.A. program is designed to train students in theory, research and practice through course work and experiential learning in clinical psychology, social intervention, program evaluation and field research. Applicants should have a commitment to excellent teaching, and be pursuing an active and productive research program. This position would begin July 1 or September 1, 1987. Applicants should submit curriculum vitae, copies of recent publications, and a brief statement describing research in progress and future research plans. Three confidential letters of recommendation should also be sent to: Dr. B. Hunsberger, Chairman, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF VICTORIA. Department of Psychology. The Department of Psychology at the University of Victoria is recruiting for a tenure-track position at the assistant professorial level, starting July 1987. Applicants should have a doctoral degree in life-span human development, and research interests in the area of adolescent social development. We are particularly interested in individuals whose work focuses on the link between parental role patterns and adolescent functioning. Responsibilities include teaching at the graduate and undergraduate levels, examinations on program of research, and supervision of graduate students. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send letter of application, vita, reprints and manuscripts at the discretion to have three letters of recommendation send to Chair, Search Committee, Department of Psychology, University of Victoria, Victoria, British Columbia, V8W 2Y2 by February 28, 1987. The University of Victoria offers equal employment opportunities to qualified male and female applicants.

SCARBOROUGH CAMPUS. UNIVERSITY OF TORONTO. Linguistics and Psychology. Applications are invited for a tenure stream position at the Assistant Professor level in developmental psycholinguistics. Position to commence on 1 July 1988 Subject to budgetary qualifications. The position is a joint appointment in Linguistics and Psychology. Teaching will be in developmental psycholinguistics at both undergraduate and graduate levels. Applicants should demonstrate active and productive research capability. Send letter of application, curriculum vitae, publications, and evidence of teaching ability by 31 January 1987 to: Professor John Kennedy, Life Sciences Division, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario M1C 1A4.

SIMON FRASER UNIVERSITY. Department of Psychology. Applications are invited for a one or two year limited term appointment at the assistant professor level, starting January 1, 1987. Qualifications include a Ph.D. in clinical psychology and university level teaching experience. Applications are open. The preferred candidate is able to teach undergraduate courses in psychological testing, personality, psychopathology, behavior therapy and introductory psychology. There will also be an opportunity to teach graduate level courses in the clinical psychology doctoral program, which is accredited by the Canadian Psychological Association and the American Psychological Association. Supervision of graduate student research and clinical activities will also be possible. Salary will be commensurate with the applicant's qualifications and experience. Send letter of application, curriculum vitae, and the names of three referees to: Professor Ronald Roesch, Director of Clinical Training, Simon Fraser University, Dept. of Psychology, Burnaby, B.C. V5A 1S6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WESTERN ONTARIO. Psychology. The University of Western Ontario, Department of Psychology invites applications for a potentially tenure track appointment in Clinical Psychology at the assistant professor level. We are seeking outstanding candidates with demonstrated research capability in either clinical health psychology or marital and family psychology (although outstanding candidates with other clinical research interests will be seriously considered). Subject to budgetary approval, appointment to commence July 1, 1987. Letters of application including a curriculum vitae, copies of recent publications, and three letters of recommendation should be addressed to Dr. W.J. McClelland, Chair, Department of Psychology, University of Western Ontario, London, Ontario, N6A 5C2. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. An equal opportunity employer.

UNIVERSITY OF WESTERN ONTARIO. Department of Psychology, Assistant Professor Limited Term. The Department of Psychology has a limited term position for a Cognitive Scientist with strong interdisciplinary training and demonstrated skill in both experimental research in mathematical and/or computer modelling techniques. Specialization may include any area of cognition, perception, or motor control. Initial appointment is for a 3 year term, beginning July 1987 but may be renewed. Applicants should direct their inquiries to Dr. W.J. McClelland, Chair, Department of Psychology, Social Sciences Building, University of Western Ontario, London, Ontario, N6A 5C2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An equal opportunity employer.

UNIVERSITY OF WESTERN ONTARIO. Psychology. The University of Western Ontario, Department of Psychology invites applications for a three-year, limited-term position at the Assistant Professor level in the area of personality. This appointment is potentially renewable. Subject to budgetary approval the appointment will commence on July 1, 1987. Applications including a curriculum vita, copies of recent publications, and three letters of recommendation should be addressed to Dr. W.J. McClelland, Chairman, Department of Psychology, University of Western Ontario, London, Ontario, N6A 5C2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An equal opportunity employer.

BROCK UNIVERSITY. Psychology. Brock University, Department of Psychology invites applications for a one-year, sabbatical replacement position at the Assistant Professor level. Teaching duties will include a large, upper year, undergraduate course dealing with both theoretical and applied issues in child development. Preference will be given to candidates with a Ph.D. in hand. Deadline for applications is 5th March, 1987. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents. Letters of application, together with curriculum vitae and the names of three referees should be sent to Jack Adams-Webber, Chair, Department of Psychology, Brock University, St. Catharines, Ontario, L2S 3A1.

CARLETON UNIVERSITY. Department of Psychology. Subject to budgetary approval, the Department of Psychology at Carleton University invites nominations and applications for a preliminary tenure track appointment at the level of Assistant Professor. A completed Ph.D. in psychology is required, as is evidence of excellence in teaching. The candidate must have a strong record of research in developmental psychology. Letters of application are invited from qualified women and men, accompanied by a curriculum vitae and copies of recent publications. As well, three letters of recommendation should be sent directly to Dr. Bill Kaufmann, Chairman, Department of Psychology, Carleton University, Ottawa, Ontario, K1S 5B6. Letters of application should be received by 15th January 31, 1987. In accordance with Canadian immigration requirements, this advertisment is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK. SAINT JOHN CAMPUS. Psychology. The Psychology discipline in the Department of Social Sciences invites applications for two sabbatical replacement positions, subject to budgetary considerations. To meet current needs, candidates should be prepared to offer courses in Social Psychology, Perception, and Systems of Therapy. Duties in excess of specialization will be considered. Salary is based on rank and experience. Applications, including a curriculum vitae, the names of three referees and copies of recent publications should be sent to Dr. Peter McGehan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B., Canada E2L 4L5. In accordance with Canadian immigration requirements, preference will be given to citizens and permanent residents of Canada.

SIMON FRASER UNIVERSITY. Psychology Department. Applications are invited for an 8 month of 1 year sabbatical replacement position at the junior Assistant Professor level starting September 1, 1987. Applicants should have a Ph.D. in experimental psychology and university level teaching experience. The preferred candidate will have a strong background in social and/or developmental psychology, and three one-semester undergraduate courses chosen from the following: research methods, statistics, developmental psychology (infancy/childadolescence/gerontology), perception. Excellent applicants who only partially match this description will be considered. Summer duties, if applicable, will depend on research involvement (which is encouraged). Salary will be commensurate with the applicant's qualifications and experience. Send letter of application, curriculum vitae, and the names of three referees to Dr. A. Roger Blackman, Chairman, Psychology Department, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BRANDON UNIVERSITY. Department of Psychology. Applications are invited for a one-year, sabbatical replacement at the Assistant Professor level beginning July 1, 1987. Teaching duties will involve undergraduate instruction in six half courses over the academic year. Teaching responsibilities will involve courses in Learning, Behavior Modification, Community Psychology, and Introductory Psychology. The successful applicant will have access to Department and Computer facilities and will be encouraged to pursue a program of research. Qualifications are a Ph.D. in Psychology. Applicants with a Master's Degree may be considered at the rank of Lecturer. Salary range for 1987/88: Assistant Professor 29,359 to 43,156 and Lecturer 23,581 to 31,059. Applications with Curriculum Vitae, most recent official University Transcript, and three letters of reference, should be sent to: Professor Dennis S. Oleson, Chairman, Department of Psychology, Brandon University, Brandon, Manitoba, Canada, R7A 6A9, (204) 727-9677. Applications will be accepted until the position is filled. The filling of the position is subject to budgetary approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

BRANDON UNIVERSITY. Department of Psychology. Applications are invited for a two-year, limited-term appointment at the Assistant Professor level commencing July 1, 1987. Teaching duties will involve undergraduate instruction in six half courses over the academic year. The successful applicant will have access to departmental research facilities and will be encouraged to pursue an active research program. Applicants with a Ph.D. in Psychology with a clinical, applied social or community developmental orientation will be given preference. Applicants with a Master's Degree in Psychology may be considered at the level of Lecturer. Assistant Professor salary range for is 29,659 to 43,156. The lecturer range is 23,581 to 31,059. Closing date for applications: April 1, 1987. Interested candidates should send their Curriculum Vitae, most recent official University Transcript, and three letters of reference to Professor Dennis S. Oleson, Chair, Psychology Department, Brandon University, Brandon, Manitoba, Canada, R7A 6A9, (204) 727-9677. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

BRANDON UNIVERSITY. Department of Psychology. Applications are invited for a one year term appointment of the Assistant Professor level commencing July 1, 1987. Teaching duties will involve undergraduate instruction in six half courses over the academic year. The courses will include Child Psychology, Adolescent Psychology, and Psychology of Aging. The successful applicant will have access to Department and Computer facilities and will be encouraged to pursue a program of research. Qualifications are a Ph.D in Psychology. Applicants with a Master's Degree may be considered at the rank of Lecturer. Salary range for 1987/88: Assistant Professor 29,359 to 43,156 and Lecturer 23,581 to 31,059. Applications with Curriculum Vitae, most recent official University Transcript, and three letters of reference, should be sent to: Professor Dennis S. Oleson, Chairman, Department of Psychology, Brandon University, Brandon, Manitoba, Canada, R7A 6A9, (204) 727-9677. Applications will be accepted until the position is filled. The filling of this position is subject to budgetary approval. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Department of Applied Psychology. A graduate program in community psychology seeks feminist scholar to teach and supervise master's and doctoral level students. The candidate must be willing to be supervisable to the Graduate School of the University of Toronto. The successful applicant will have a strong theoretical grasp of expertise in health and mental health service delivery, social services delivery, social policy analysis. Applicants should be committed to the critical perspective, preferably with an interdisciplinary focus and with applied experience in one or more of the above areas. Rank, for this tenure-track appointment, is open depending on qualifications. This position is available July 1, 1988, or possibly earlier. Applications including an up-to-date curriculum vitae and the names of three or more referees should be submitted by February 27, 1987 to: Dr. Michael Fullan, Assistant Director (Academic), The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. In accordance with Canadian Immigration requirements, the advertisement is directed to Canadian citizens and permanent residents.

RADIOLOGY

UNIVERSITY OF GUELPH, ONTARIO VETERINARY COLLEGE. Department of Clinical Studies. Position in Radiology. This position is one of two full-time faculty positions in the Radiology Section of the Department of Clinical Studies involved in the delivery of undergraduate, graduate and hospital programs. The responsibilities of the position include a shared portion of teaching Radiology courses, conducting clinical rotations in the undergraduate curriculum and providing Radiology diagnostic and therapeutic service to the Veterinary Teaching Hospital. The facilities available include X-ray, xero-radiography, image intensification, ultrasound, gamma camera, orthovoltage radiation and we are planning for a cobalt therapy unit. (This campus also has a strong commitment to the development of magnetic resonance imaging.) Qualifications expected include the DVM degree or equivefent, Board Certification or eligibility for same, a research degree or comparable experience and demonstrated teaching and communications skills. The rank and salary for the position is commensurate with qualifications and experience and is subject to budgetary approval. The closing date for applications is until qualified candidates are identified. Applications, inquiries and curriculum vitae together with three letters of reference, should be directed to Dr. Peter J. Pascoe, Acting Chairman, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, N1G 2W1; (519) 823-8800, extension 4012.

RELIGIOUS STUDIES

WILFRID LAURIER UNIVERSITY. Religious Studies. The Department of Religious Studies invites applications for a continuing full-time appointment in the area of Psychology of Religion. Clinical training and secondary competence in ethnic ethics in the social scientific study of religion are preferred. The candidate should have both undergraduate and graduate teaching experience in theological seminary students. Preference will be given to applicants with previous teaching experience and an established publishing record. Rank and salary are negotiable. Letters of application with curriculum vitae, three letters of reference, and copies of publications and course outlines should be sent by January 31, 1987, to Dr. Ron Gilmas, Chair, Department of Religion and Culture, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. Religion. Concordia University, Department of Religion, seeks one year sabbatical replacement in the area of Bio-Medical Ethics. Applicants should have Ph.D. and be at the rank of Assistant Professor. In accordance with employment and immigration requirements, Canadian citizens and landed immigrants will be given preference. Send dossier to M. Oppenheim, Chair, Department of Religion, 2050 Mackay Ave., Montreal, Quebec, Canada, H3G 1M8.

McMASTER UNIVERSITY. Religious Studies. Applications are invited for tenure-track positions at the rank of Assistant Professor, commencing July 1, 1987. Completed Ph.D. required; candidates are expected to establish themselves as productive, committed scholars. Preference will be given to candidates in the following fields: (1) New Testament, with secondary competence in either Hebrew Bible or early Rabbinic literature, and (2) the Social Scientific Study of Religion, with special competence in religion and politics. Salary commensurate with qualifications and experience. Inquiries, including a curriculum vitae and the names of at least three referees, should be sent to Professor John Robertson, Chairman, Department of Religious Studies, McMaster University, Hamilton, Ontario, L8S 4K1. Positions subject to budgetary approval. Closing date for applications is February 28, 1987. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

McMASTER UNIVERSITY. Religious Studies. Applications are invited for a tenure-track position at the rank of Full Professor, commencing July 1, 1987, in the area of Western religious thought, modern period. The successful candidate will be a distinguished scholar of in the religious thought of Hegel, with (1) demonstrated expertise in Fichte, Hegel, and post-Hegelian debates in European philosophy, continental theology and Whiteheadian, (2) experience in directing and supervising doctoral students and (3) an outstanding publication record. Salary commensurate with qualifications and experience. Inquiries, including a curriculum vitae and the names of at least three referees, should be sent to Professor John Robertson, Chairman, Department of Religious Studies, McMaster University, Hamilton, Ontario L8S 4K1. Closing date for applications is February 28, 1987. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

SCIENCE

ST. F.X. UNIVERSITY. W.F. James Chair of Studies in Physical Applied Science. St. Francis Xavier University invites applications from candidates considering sabbatical leave for 1987-88 or tenure in its W.F. James Chair of Studies in Pure and Applied Science. Eligible departments are Biology, Chemistry, Geology, Mathematics and Computing Science, and Physics and Psychology. It is expected that the holder of the Chair will have an established record as a researcher and scholar in one of the above disciplines. The individual's educational background, professional qualifications and work experience will be considered by the appropriate Chair when the normally required for a senior academic appointment at a university. In addition to carrying out personal research activities, the incumbent is expected to interact extensively with faculty and senior students, teach a maximum of one course per year and may present a maximum of three public general lectures a year. Cognizant of the nature of the position the University has set the stipend level to provide for full salary replacement, based on actual salary at the time of application. The department in which the incumbent is located will have access to research support for the incumbent. The appointment will begin July 1, 1988 or September 1, 1988. However, applications are also invited from candidates proposing to spend one term or other fractions of a year in the Chair. Applications should be mailed prior to March 1, 1987 to: Dr. John T. Sears, Academic Vice President, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

JANUARY/JANVIER 1987

SOCIAL SCIENCE

CONCORDIA UNIVERSITY. Department of Applied Social Science. Invites applications for one sabbatical replacement appointment from August 1, 1987 to May 31, 1988 at the rank of lecturer or assistant professor. The maximum salary for this period will not exceed $30,000. The Department is seeking a person with competence in experimental teaching, whose area of expertise is flexible and/or systems change, at the individual, group, community or organizational level. Current practitioner experience is essential. Undergraduate teaching. The Department of Applied Social Science emphasizes practice based upon research and learning, in an atmosphere of innovation. Adult learners make up over half of the student body. The Department offers courses in interpersonal relations; counselling; small group development; sexuality and human relations; training in leadership and intervention; action research; social and organization change. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application deadline: Send curriculum vitae and three letters of reference by February 13, 1987 to: Dr. Dorothy Markiewicz, Chairman, Department of Applied Social Science, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8.

SOCIAL WELFARE

NIPISSING UNIVERSITY COLLEGE. Social Welfare. 1. Assistant professor two year limited term appointment in Social Welfare with the possibility of renewal. Appointment begins July 1, 1987, subject to Board approval. 2. M.S.W or D.S.W. 3. Teaching areas in Social Welfare: Introductory, Abuse and Violence Within the Family, and Social Policy. 4. $34,000 - $45,000 and subject to adjustment. 5. Send curriculum vitae including names of three referees to Dr. R. Brozowski, Dean, Nipissing University College, P.O. Box 5002, North Bay, Ontario, P1B 8L7. in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SOCIAL WORK

UNIVERSITY OF WATERLOO. RENISON COLLEGE. Social Work. Applications are invited from Canadian citizens and permanent residents for one (possibly two) full-time positions in Social Work to teach undergraduate courses in Social Development Studies programme. Rank and salary open and dependent on qualifications and experience. Ph.D. or DSW and experience required. Appointment to take effect by September 1987. Applications to: I.L. Campbell, Principal, Renison College, University of Waterloo, Waterloo, Ontario, N2L 3G4

UNIVERSITY OF MANITOBA. Social Work. Applications are invited for a one-year term as a Visiting Professor effective July 1, 1987. Responsibilities will include teaching in accredited M.S.W. and B.S.W programs. Opportunity to continue current research or begin new project encouraged. Social Work background especially in work with families and/or children is desirable. This opportunity would be most suitable for an already established Social Work academic able to return to their present institution at the end of the year. Salary and rank will approximate current position. The appointment is subject to confirmation of continuing funds. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications should be directed to: Professor Peter Hudson, Director, School of Social Work, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Deadline date for applications: January 30, 1987.

SOCIOLOGY

TRINITY WESTERN UNIVERSITY. Sociology/Human Services. a) Position - Assistant Professor or Associate Professor level in Sociology (or Psychology) and Human Services. b) Qualifications - A completed Ph.D., Social Work and teaching experience and publications will be given preference. c) The successful candidate will head the Human Services program. The ability to evaluate one's discipline from and integrate it with a biblically Christian perspective is required. d) Write to - Dr. Kenneth R. Davis, Dean, Trinity Western University, 7600 Glover Road, Langley, B.C., Canada, V3A 6H4. Trinity Western University has an evangelical and pietistic educational philosophy. It is chartered by the province of British Columbia and is a full member of A.U.C.C. In accordance with Canadian Immigration Department regulations, this advertisement is first directed to Canadian citizens and permanent residents. e) Opening for September, 1987.

BROCK UNIVERSITY. Sociology. The Department of Sociology at Brock University invites applications for a tenure track position in the field of methodology. Rank open. Ph.D required. Administrative experience an asset. The Department is looking for a person skilled in a broad spectrum of qualitative and quantitative methods of data collection and capable of applying qualitative and statistical procedures to data analysis. Preference will be given to candidates with a broadly based intellectual orientation consistent with the Department's interdisciplinary approach, which combines Sociology, Social Psychology, and Social Anthropology. The appointee will be expected to teach junior and senior undergraduate methodology courses. Other areas of expertise in which candidates are being sought include: Introductory; deviance; criminology and corrections; technology and change; socialization. Salary negotiable on rank and experience. Effective date of appointment July 1, 1987. Closing date for applications March 1, 1987. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents. Applications from both women and men are encouraged. Position available pending budgetary approval. Send curriculum vitae and publications of three referees to G.B. Rush, chairperson, Department of Sociology, Brock University, St. Catharines, Ontario, L2S 3A1.

UNIVERSITY OF WINNIPEG. Department of Sociology. Applications are invited for one two-year term position as the rank of Lecturer/Assistant Professor, with a possibility of renewal. Ph.D. or near Ph.D. required. Teaching experience and publications preferred. All areas will be considered but preference will be given to candidates qualified to teach some combination of the following courses: Introductory Sociology, Social Theory, Sociology of Law, Research Methods, or Comparative Social Systems. Salary and rank commensurate with qualifications and experience. Offer of appointment is subject to budgetary approval. Applications, with curriculum vitae and the names of three referees, should be sent to Dr. Joel Novek, Acting Chairperson, Department of Sociology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Starting date: September 1, 1987. Closing date for applications: February 1, 1987 or when position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINNIPEG. Department of Sociology. Applications are invited for a tenure track position at the rank of Assistant Professor/Lecturer, Ph.D. or near Ph.D. required. Teaching experience and publications preferred. All areas will be considered but preference will be given to candidates with demonstrated teaching and research interests in criminology and social control, and/or organizations. Salary and rank commensurate with qualifications and experience. Offer of appointment is subject to final budgetary approval. Applications, with curriculum vitae and the names of three referees, should be sent to: Dr. Joel Novek, Acting Chairperson, Department of Sociology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Starting date: September 1, 1987. Closing date for applications: February 1, 1987 or when position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Department of Sociology. Applications are invited for a tenure-track Assistant Professor position, effective July 1, 1987, (subject to budgetary constraints). We are seeking candidates in any area of the Sociology of Agriculture with a strong commitment to research and good teaching. The Ph.D must be completed by September. Send vitae and arrange for three letters of recommendation and copies of publications to: Dr. Robert Solarna, Head, Department of Sociology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McMASTER UNIVERSITY. Sociology. Applications are invited for a tenure-track position at the Assistant Professor level, commencing July 1, 1987. Areas of specialization are open, but applicants are advised that the Department's areas of specialization at the 3rd year are Class, Status and Power, Individual and Society, and Occupations and Organizations. Salary commensurate with qualifications and experience. Inquiries, including a curriculum vitae and the names of at least three referees, should be sent to Professor A.A. Hunter, Chair, Department of Sociology, McMaster University, Hamilton, Ontario L8S 4M4. Position subject to budgetary approval. Closing date for applications is February 28, 1987. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

McGILL UNIVERSITY. Sociology. Applications are invited for a tenure track appointment at the assistant professor level beginning September 1987 (subject to budgetary approval). Candidates should be able to teach in criminology or medical sociology, or both. Further preference to those who can also teach qualitative or quantitative methods and whose Ph.D is completed in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested persons should write to Professor Michael Smith, Chair, Appointments Committee, Department of Sociology, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2T7, enclosing curriculum vitae and copies of 2 or 3 papers and should arrange for 3 referees to write on their behalf. Those with no previous full-time teaching experience should send a copy of their graduate school transcript.

UNIVERSITY OF WESTERN ONTARIO. Department of Sociology. Applications are invited for two limited term positions, one for two years and the other for three years. Preference for one of these positions will be given to applicants with strength in methods and statistics, but consideration will also be given to candidates in other areas. The second position is open to all fields. Appointments to commence on July 1, 1987. A letter of application including curriculum vitae and the names and addresses of three referees should be sent to: Professor Samuel Clark, Chair, Recruitment Committee, Department of Sociology, The University of Western Ontario, London, Ontario, N6A 5C2. The deadline for applications is April 30, 1987; the positions will be filled by July 1, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. An equal opportunity employer.

SAINT MARY'S UNIVERSITY. Department of Sociology. Applications are invited for a one-year Visiting position in the Sociology Department. Preference will be given to those with special interest in Deviance and Social Control and Sociological Theory. Other areas of interest will also be considered. This position will be assessed at the beginning of the third year and may be converted to a tenure-track position. Salary commensurate with qualifications and experience. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae, a cover letter stating interests, copies of recent papers and publications and the names of three referees to: Dr. Patricia Connelly, Chairperson, Department of Sociology, Saint Mary's University, Halifax, Nova Scotia B3H 3C3.

UNIVERSITY OF TORONTO. Scarborough Campus. Sociology. Applications are invited for a tenure-stream appointment in Sociology Teaching and research interests in Family and Small Groups mandatory. Ability to teach methods, gender relations also desirable. The appointment will be at the assistant professor level. PhD required. Send applications with curriculum vitae and the names of three referees by January 31, 1987 to: Professor Sheldon Ungar, Sociology, Division of Social Sciences, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. This position is subject to budgetary approval. Female and male applicants are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents.

TRENT UNIVERSITY. Department of Sociology. Applications are invited for one two-year limited-term appointment at the assistant professor level beginning July 1, 1987. An additional one-year limited term appointment is pending budgetary approval. Preferred candidates will have demonstrated strengths in undergraduate teaching, research and curriculum and course staffing needs include Introductory, theory, family and kinship, culture and society, but applications with other specializations may also apply. Ph.D. or near Ph.D. required. Letters of application, including curriculum vitae and the names and addresses of three referees should be sent to Professor Alena Heitlinger, Chair, Department of Sociology, Trent University, Peterborough, Ontario K9J 7B8. The deadline for applications is February 23, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SOIL SCIENCE

UNIVERSITY OF MANITOBA. Soil Science. The Department of Soil Science, Faculty of Agriculture, University of Manitoba invites applications for a full-time tenure track position in soil microbiology at the rank of assistant professor, commencing July 1, 1987. A Ph.D. degree in soil microbiology or microbiology is required. The successful candidate will be required to: (1) teach undergraduate and graduate courses, (2) develop an active research program in her/his area of specialization and (3) supervise postgraduate students. Salary will be commensurate with qualifications and experience. The salary range for assistant professor is $28,389. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Send applications with a detailed curriculum vitae including a summary of present and future research interests, academic transcripts, and names of three referees by February 28, 1987 to Dr. G.J. Racz, Department of Soil Science, University of Manitoba, Winnipeg, Manitoba. R3T 2N2.

STATISTICS

MOUNT ALLISON UNIVERSITY. Statistics. Applications are invited for a tenure-track position at the rank of assistant professor, associate professor or professor, beginning July 1, 1987. Applicants should hold a Ph.D. in statistics or an M.Sc. in statistics and a Ph.D. in mathematics. Duties include teaching, research, and contributions to the general activities of the department. Salary ranges for 1987-88 are $23,689 - $41,300 for assistant professor; $35,568 - $57,924 for associate professor; and $44,760 - $69,962 for professor. Applications, including a curriculum vitae and the names of three referees, should be sent to: E.M. Tory, Head, Department of Mathematics and Computer Science, Mount Allison University, Sackville, New Brunswick, E0A 3C0 by the deadline for receipt of applications is January 31, 1987. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McMASTER UNIVERSITY. Department of Mathematics & Statistics. The Department of Mathematics & Statistics, McMaster University, invites applications for a tenure track Assistant Professorship starting July 1, 1987. Candidates should have a Ph.D. and proven research ability in some area of Statistics, as well as capability in teaching. Salary based on qualifications and experience. 1986/87 minimum is $27,639. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. Please send curriculum vitae and arrange for three letters of reference to: B. Banaschewski, Chairman, Mathematics & Statistics, McMaster University, Hamilton, Ontario, L8S 4K1, Canada

UNIVERSITY OF WATERLOO. Statistics and Actuarial Science. Applications are being accepted for the position of assistant professor of Statistics. Applicants must have a Ph.D. and show potential to carry out an effective research programme in Statistics with particular research interests in quality control or industrial applications of Statistics. Duties include undergraduate and graduate level teaching, service and consultation. Salary will be commensurate with qualifications and experience. Appointment would be effective July 1, 1987 and funding is assured for a three year term. The closing date for applications is January 31, 1987. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. Applications will be expected to have an established reputation in clinical surgery as well as teaching and research. 4. Salary negotiable. 5. Applications with curriculum vitae should be forwarded to: Dr.B. Langer, R.S. McLaughlin Professor and Chairman of Surgery, University of Toronto, Room 311, Banting Institute, 100 College Street, Toronto, Ontario, M5G 1L5. 6. Effective: July 1, 1987. 7. Closing Date: April 30, 1987. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Statistical and Actuarial Sciences. The Department of Statistical and Actuarial Sciences of the University of Western Ontario invites applications for limited term positions in statistics, applied probability and actuarial science. Salary and rank will be commensurate with qualifications and experience. The appointment is subject to the availability of funds. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. Applications, including a detailed curriculum vitae and the names of three referees, should be sent to: Dr. M.S. Haq, Acting Chairman, Department of Statistical and Actuarial Sciences, The University of Western Ontario, London, Ontario, Canada, N6A 5B9. An Equal Opportunity Employer

THE UNIVERSITY OF WESTERN ONTARIO. Department of Statistical and Actuarial Sciences. The Department of Statistical and Actuarial Sciences of the University of Western Ontario invites applications for a tenure track position in statistics. A Ph.D or equivalent is required. Research Ph.D.s and those who will apply Safary and rank will be commensurate with qualifications and experience. The appointment is subject to the availability of funds. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. Applications, including a detailed curriculum vitae and the names of three referees, should be sent to: Dr. M.S. Haq, Acting Chairman, Department of Statistical and Actuarial Sciences, The University of Western Ontario, London, Ontario, Canada, N6A 5B9. An Equal Opportunity Employer

TALHOUSIE UNIVERSITY. Statistics. The Department of Mathematics, Statistics and Computing Science invites applications for a full-time position in statistics at the Assistant Professor level. The successful candidate is expected to be active in statistical research and to teach undergraduate Atmospheric Science and will be expected to teach Statistics courses at various levels. The University hopes to institute a graduate program in Atmospheric Science in which the successful candidate would be expected to participate. Salary commensurate with qualification and experience. Applications with Curriculum Vitae and three letters of reference should be sent to the Director of Statistics, Department of Math., Statistics and Computing Science, Dalhousie University, Halifax, N.S., B3H 3J5 by March 15, 1987. In accordance with Canadian Immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. Dalhousie has a policy of affirmative action with respect to employment of women.

SUMMER SESSION

UNIVERSITY OF MANITOBA. Summer Session. Applications are invited for teaching appointments at the University of Manitoba for the 1987 Summer Session program. Dates are tentative: Intersession - May 11 to June 26; Session - May 4 to August 12; Day Session - July 2 to August 20. Courses are being taught in the following Faculty/Schools: Faculty of Architecture, Interior Design; Faculty of Arts: Anthropology, Classics, Economics, Labour Studies, English, Film Studies, French, Germanic, Geography, German, History, Native Studies, Political Studies, Psychology, Religion, Sociology, Women's Studies; Faculty of Education, Educational Administration and Foundations, Educational Psychology, Humanities and Social Sciences, Maths and Natural Sciences; Faculty of Engineering: Civil Engineering, Electrical Engineering, Mechanical Engineering; Faculty of Home Ecology: Clothing and Textiles, Family Studies, Foods and Nutrition, Faculty of Management: Accounting, Economics, Finance, Management Sciences, Business Administration, Marketing, Public Policy; Faculty of Physical Education and Recreation Studies; Faculty of Education, Recreational Studies. Faculty of Science: Applied Mathematics, Biology, Botany, Chemistry, Computer Sciences, Geological Sciences, Mathematics and Astronomy, Microbiology, Physics, Statistics, Zoology; School of Art; School of Music; School of Nursing; School of Social Work. Applicants should have experience in university teaching. Preference will be given to Canadian citizens and landed immigrants. Enquiries must be made before January 31, 1987 and received by the Coordinator, Summer Session, Room 536 University Centre, University of Manitoba, Winnipeg, Manitoba R3T 2N2

SURGERY

UNIVERSITY OF TORONTO. Department of Surgery. 1. University Head, Division of Cardiovascular Surgery. University rank negotiable, commensurate with qualifications. 2. M.D. 3. The Division includes three adult and one paediatric cardiovascular surgical services, each in a fully affiliated university teaching hospital, and doing approximately three thousand open heart surgical procedures each year. The incumbent will be responsible for coordinating the clinical activities of the four units as well as being responsible for the undergraduate teaching in cardiovascular surgery, the postgraduate training program in cardiovascular surgery, and also coordinating and fostering the development of research in the division. Applicants will be expected to have an established reputation in clinical surgery as well as teaching and research. 4. Salary negotiable. 5. Applications with curriculum vitae should be forwarded to: Dr.B. Langer, R.S. McLaughlin Professor and Chairman of Surgery, University of Toronto, Room 311, Banting Institute, 100 College Street, Toronto, Ontario, M5G 1L5. 6. Effective: July 1, 1987. 7. Closing Date: April 30, 1987. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

SURVEY SCIENCE

UNIVERSITY OF TORONTO, ERINDALE CAMPUS. Survey Science. The University of Toronto (Erindale Campus) invites applications for a tenure-stream position in Survey Science at the rank of Associate Professor, effective July 1, 1987. A Ph.D. or equivalent is required; salary is negotiable. The successful candidate will be expected to teach courses at the undergraduate level, and to develop a programme of externally funded research and graduate training. Expertise in land information management, including land information systems, land registration or digital mapping would be an asset. The successful candidate will also be expected to serve as director of the Institute for Land Information Management and Surveying that is to be established on the Erindale Campus in 1987. The Institute will be a multidisciplinary research and consultative body that will deal with information management and surveying systems and their application to the development and management of the land and its resources, with emphasis on the needs of Ontario. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply for positions. Applications, including detailed curriculum vitae, a list of publications and the names of at least three referees, should be submitted no later than February 1, 1987 to: Professor M.F. Squyres, Vice-Principal Research and Graduate Studies, Room 2038, South Building, Erindale Campus, University of Toronto, Mississauga, Ontario, L5L 1C6.

TRADUCTION

UNIVERSITE LAURENTIENNE. Traduction. Postes. Un poste à plein temps. Rang à déterminer selon les titres et l'expérience des candidats. Exigences: Au minimum BA en traduction ou dans une discipline connexe. Fonctions: Enseignement de la traduction de l'anglais au français au niveau de baccalauréat spécialisé. La terminologie ou la terminologie juridique, ou toute autre spécialisation supplémentaire, ainsi que de l'expérience professionnelle ou de l'expérience de l'enseignement universitaire constitueraient des atouts. Traiter de l'introductory Zoology, Evolution, Comparative Vertebrate Zoology, Animal Behavior and General Ecology. Modification of these assignments is possible à l'intérieur de ces limites en fonction de l'expérience d'enseignement et de recherche dans un ou plusieurs de ces domaines. Avantage: Candidats ayant suivi un cursus universitaire en traduction. Date limite: 15 février 1987. Traitement: Selon l'échelle de traitements des professeurs d'université. Entrée en fonction: Le 1er juillet 1987 ou à une date ultérieure à convenir. Les candidats sont priés de faire parvenir leur curriculum vitae, accompagné de trois lettres de référence, à: Bureau du doyen, Faculté des arts, Université Laurentienne, Sudbury (Ontario) P3E 2C6. Nous remercions tous les candidats de leur intérêt, mais nous ne communiquerons qu'avec ceux dont la candidature sera retenue pour une entrevue. Conformément aux exigences de l'immigration canadienne, cette annonce s'adresse en priorité aux citoyens canadiens et aux immigrants reçus.

FACULTY EXCHANGE

THE FACULTY EXCHANGE CENTRE. non-profit, faculty-administered, helps arrange teaching and/or housing exchanges in North America and overseas. For details send self-addressed, stamped envelope and two postal coupons to 952 Virginia Avenue, Lancaster, Pennsylvania, U.S.A., 17603

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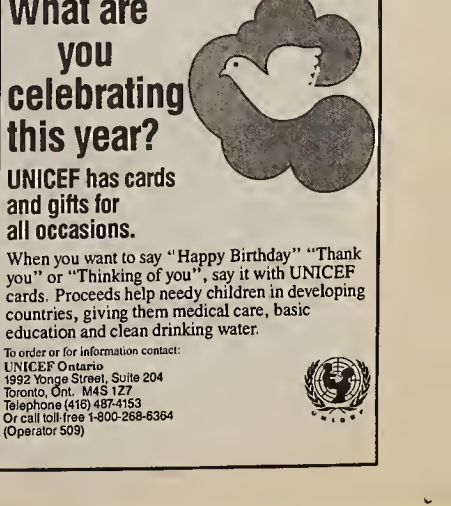
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